

Navy Personnel Research and Development Center

San Diego, California 92152-6800

TN-91-17 Volume 4

August 1991



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Navy Personnel Survey (NPS) 1990

Survey Report

Graphical Representations Volume 4 Officer Personnel

Mary A. Quenette
Shannon Kalus
Jennifer Hase
Chad Brinderson

91-08786



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**Navy Personnel Survey (NPS)
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Reviewed by
Emanuel P. Somer

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13. ABSTRACT (Maximum 200 words) The purpose of the Navy Personnel Survey was to gather timely information on issues of importance to policy makers. In October 1990, the questionnaire was mailed to 23,906 officers and enlisted personnel; 11,809 were completed and returned for an adjusted return rate of 52 percent. Respondents were asked to provide demographic data and to indicate their attitudes or opinions on rotation/permanent change of station (PCS) moves, recruiting duty, pay and benefits, training and education programs, quality of life, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education. Analyses were based on data which were weighted to correct for under- or oversampling of subpopulations; thus, inferences may be made to the Navy population.					
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FOREWORD

The Navy Personnel Survey System (NPSS) was established to obtain, in a systematic and timely manner, the attitudes and opinions of Navy life from Navy civilians and military personnel. The information is used by managers and policy makers to evaluate programs in the areas of recruiting, training, retention, quality of life, etc. Another function of NPSS is to manage Navy personnel surveys which will reduce intrusion on Navy commands and reduce data collection costs.

The mainstay of NPSS is the annual Navy Personnel Survey. This survey annually collects attitude and opinion data on issues having an important impact on the military experience of Navy personnel.

This work was conducted under the sponsorship of the Chief of Naval Personnel (OP-01/PERS-00), reimbursable work unit 981WRB1007.

Any questions regarding these graphs should be directed to E. P. Somer, Director, Evaluation and Survey Research Division, (619) 553-9248 or AUTOVON 553-9248.

JULES I. BORACK
Director, Personnel Systems Department

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INTRODUCTION

Problem

The attitudes and opinions of Navy personnel are a vital input to the development and continuous improvement of Navy policies and programs. It is therefore essential that such information be gathered in a systematic fashion, which accurately reflects the views of its diverse and widespread membership.

Purpose

The annual Navy Personnel Survey (NPS) will collect timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes towards plans, programs and policies which materially affect the performance and morale of Navy members. The survey is also designed to accommodate the study of topics of compelling interest on a one-time only basis.

This volume provides graphical representations of the responses of officers to the 1990 NPS.

Approach

NPS questionnaires were mailed to 23,906 officers and enlisted in October 1990; 11,809 were completed and returned for an adjusted return rate of 52 percent.

The survey requested demographic information and measured military members attitudes and opinions in various areas, including rotation/permanent change of station moves, recruiting duty, pay and benefits, training and education programs, quality of life, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

The results of the survey are described in five volumes: Volumes 1 and 2 contain the cross-tabulation tables for enlisted personnel and officers, respectively; and Volumes 3 and 4 contain the graphical representations of the data for enlisted and officer members, respectively. Volume 5 details the survey methodology, results and conclusions. The tables and graphs are based on weighted data, where the weighting of responses represents an adjustment for undersampling or oversampling of subpopulations. Separate weighting schemes were employed for officers and enlisted personnel. For the purposes of the analyses, officers were assigned to one of three groups: (1) Warrant Officers, W-2 to W-4; (2) Officers, O-1E to O-3E and O-1 to O-3; and (3) Officers, O-4 to O-6.

Enlisted personnel were grouped according to paygrade: (1) E-2 to E-3; (2) E-4 to E-6; and (3) E-7 to E-9. Individuals in paygrade E-1 at the time of the survey were not included.

Organization

The graphs in this report are arranged in order of the appearance of the corresponding items on the 1990 NPS officer survey questionnaire. A copy of the questionnaire appears in the Appendix.

Note that the report contains additional graphs, broken out by gender, for the items concerning sexual harassment. For items 142 and 143, it should be noted that the percentages are based on the group that includes only those persons who indicated that they had been sexually harassed, and explicitly excludes persons who stated they were not harassed. Item 141 provides data for the total sample.

Also note that, for items allowing the respondent to select a "Does not apply" option, the graphs illustrate the percentages for only those persons who selected one of the other options.

Margin of Error

These graphs are intended to describe the percentages of (weighted) subgroups selecting each option. Since small sample sizes yield unstable results, possibly leading to erroneous conclusions, caution must be used in any interpretations based upon small sample sizes. Tabulated results are approximately accurate to within the margins of error displayed in Table 1. For example, percentages displayed in the graphs for paygrades E-2 through E-3 are likely to be within ± 03 percent of the corresponding value for all Navy E-2 through E-3 personnel. For additional information, see Volume 5 in the series.

Table 1
Margin of Error for Paygrade Group

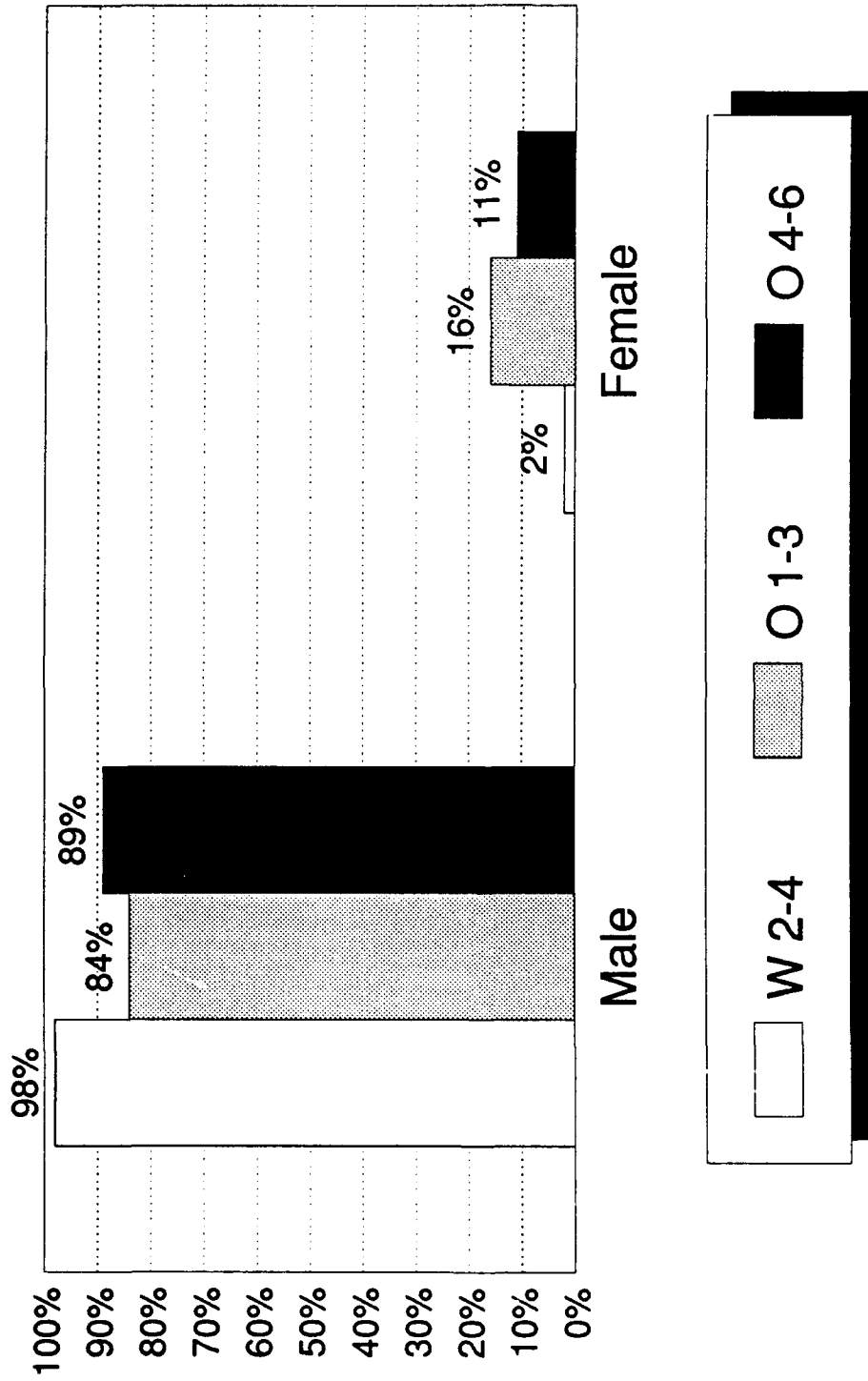
Paygrade	Percentage Error ^a	Paygrade	Percentage Error
E-2 through E-3	± 03	W-2 through W-4	± 06
E-4 through E-6	± 01	O-1 through O-3	± 02
E-7 through E-9	± 03	O-4 through O-6	± 02

^aErrors calculated at 95 percent confidence level.

GRAPHICAL REPRESENTATIONS

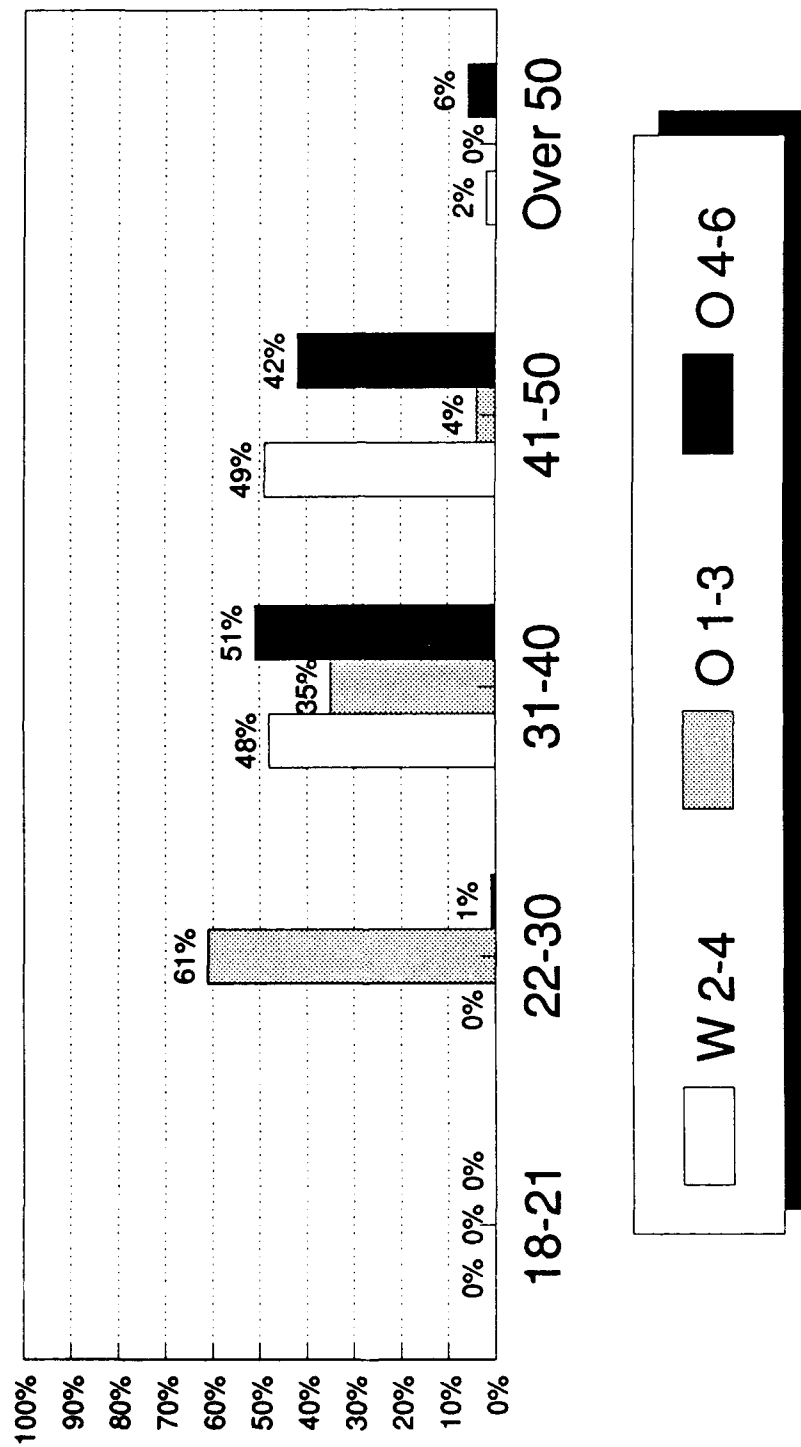
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(Q1) What Is Your Sex Officers



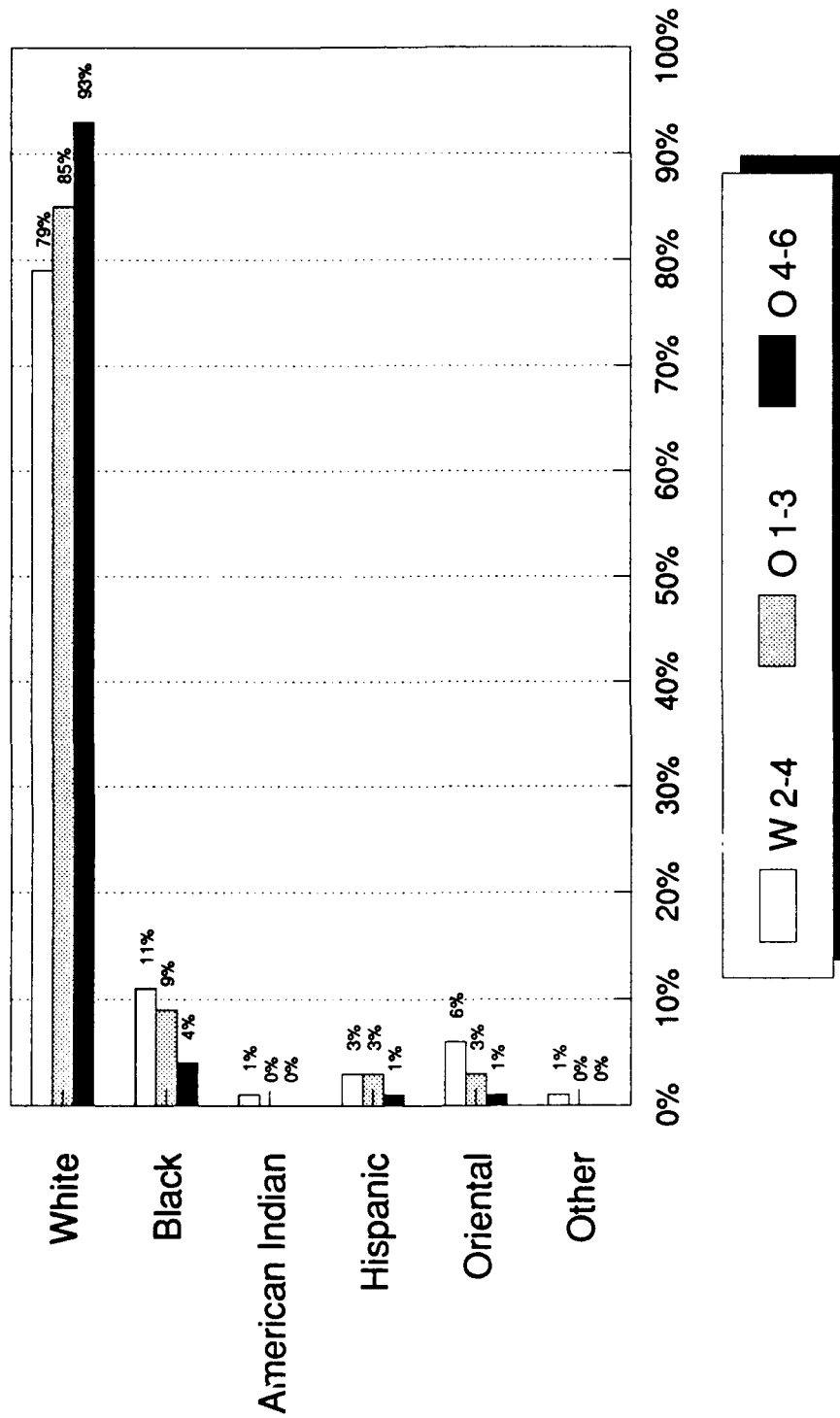
W 2-4, N = 181
 O 1-3, N = 2922
 O 4-6, N = 1746

(Q2) What Was Your Age On Your Last Birthday Officers



W 2-4, N = 176
O 1-3, N = 2898
O 4-6, N = 1717

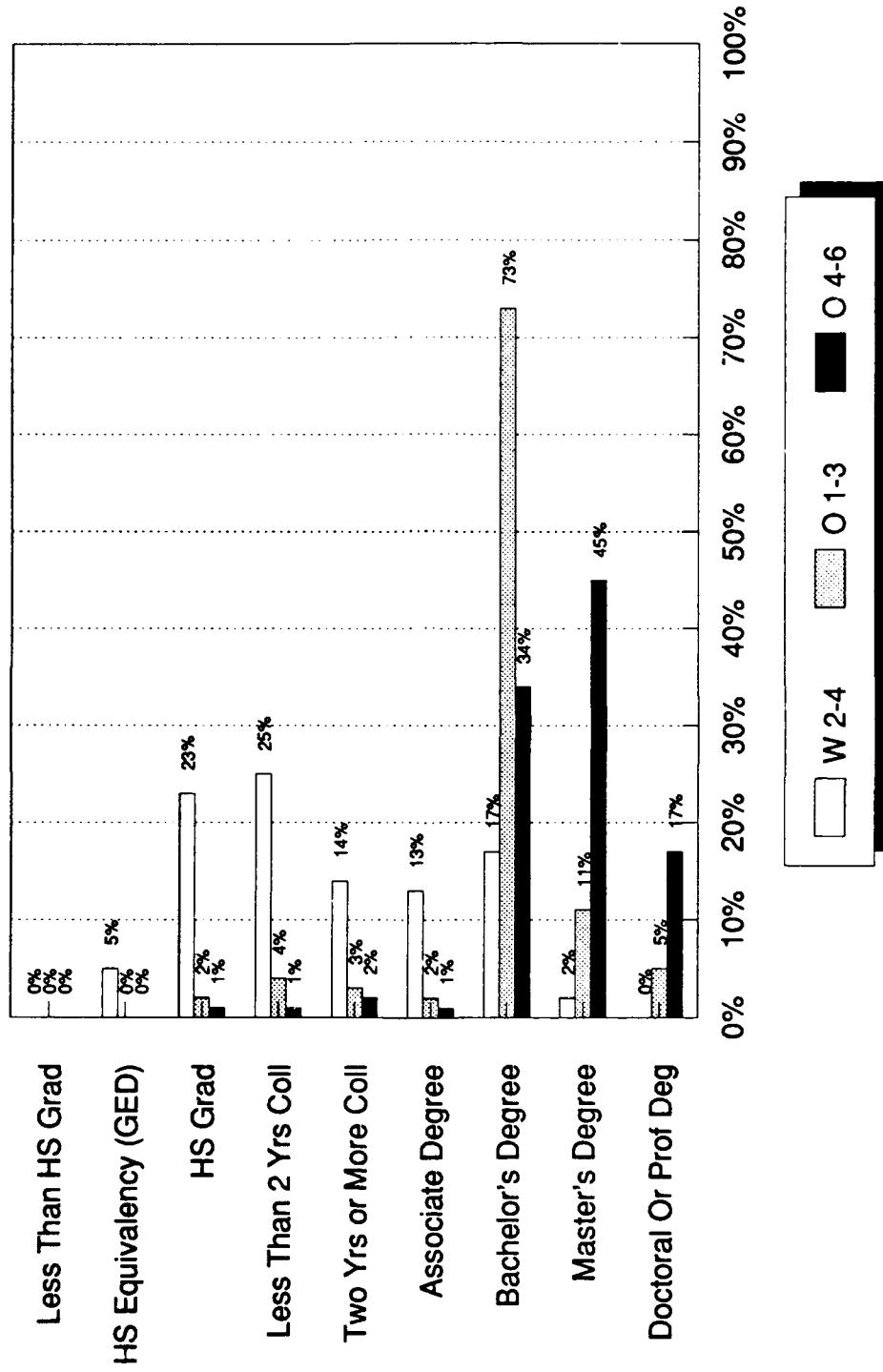
(Q3) What Is Your Race/Ethnic Group Officers



W 2-4, N = 181
 O 1-3, N = 2918
 O 4-6, N = 1743

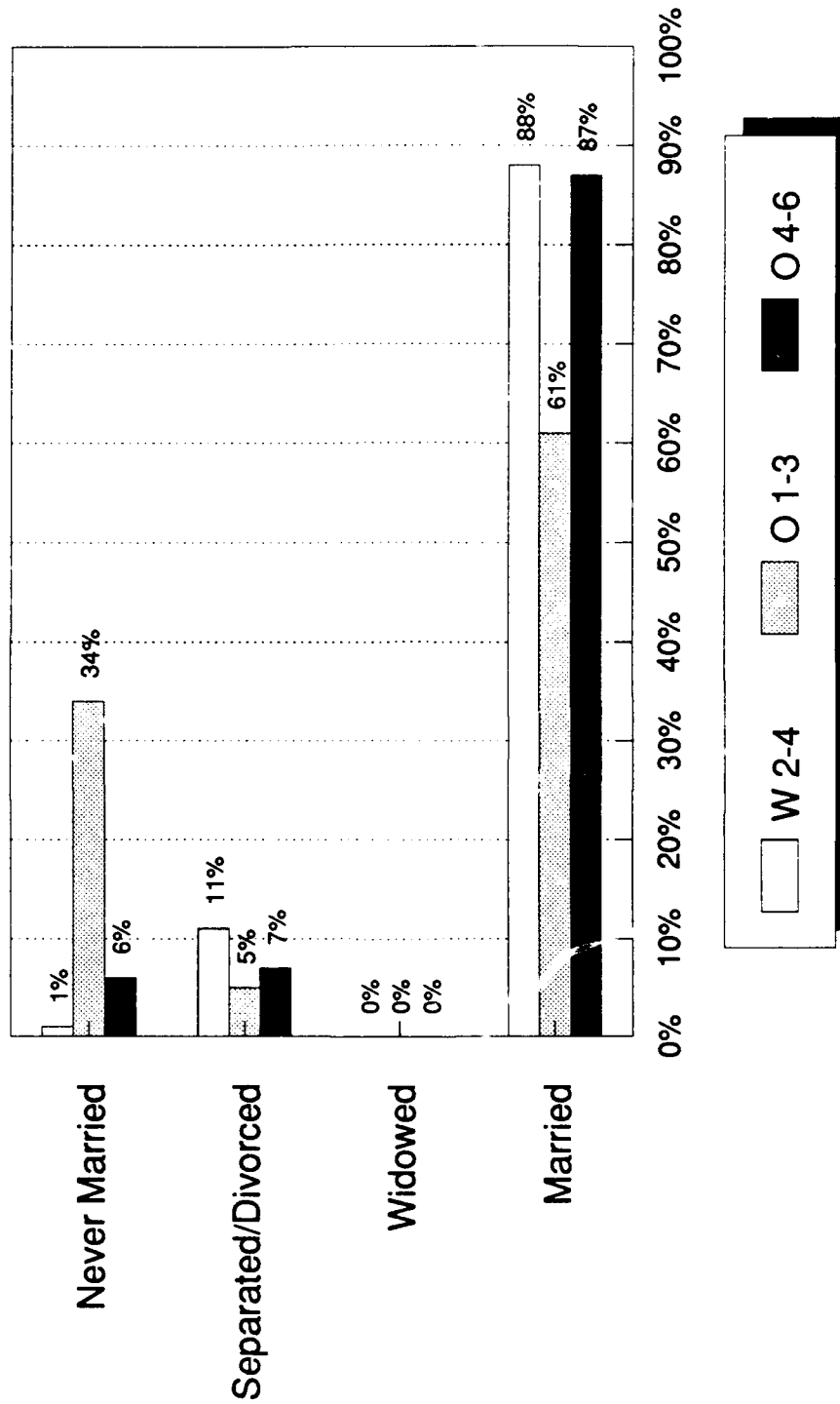
(Q4) What Is Your Highest Level Of Education

Officers



W 2-4, N = 181
O 1-3, N = 2920
O 4-6, N = 1743

(Q5) What Is Your Marital Status Officers



W 2-4, N = 181
O 1-3, N = 2921
O 4-6, N = 1741

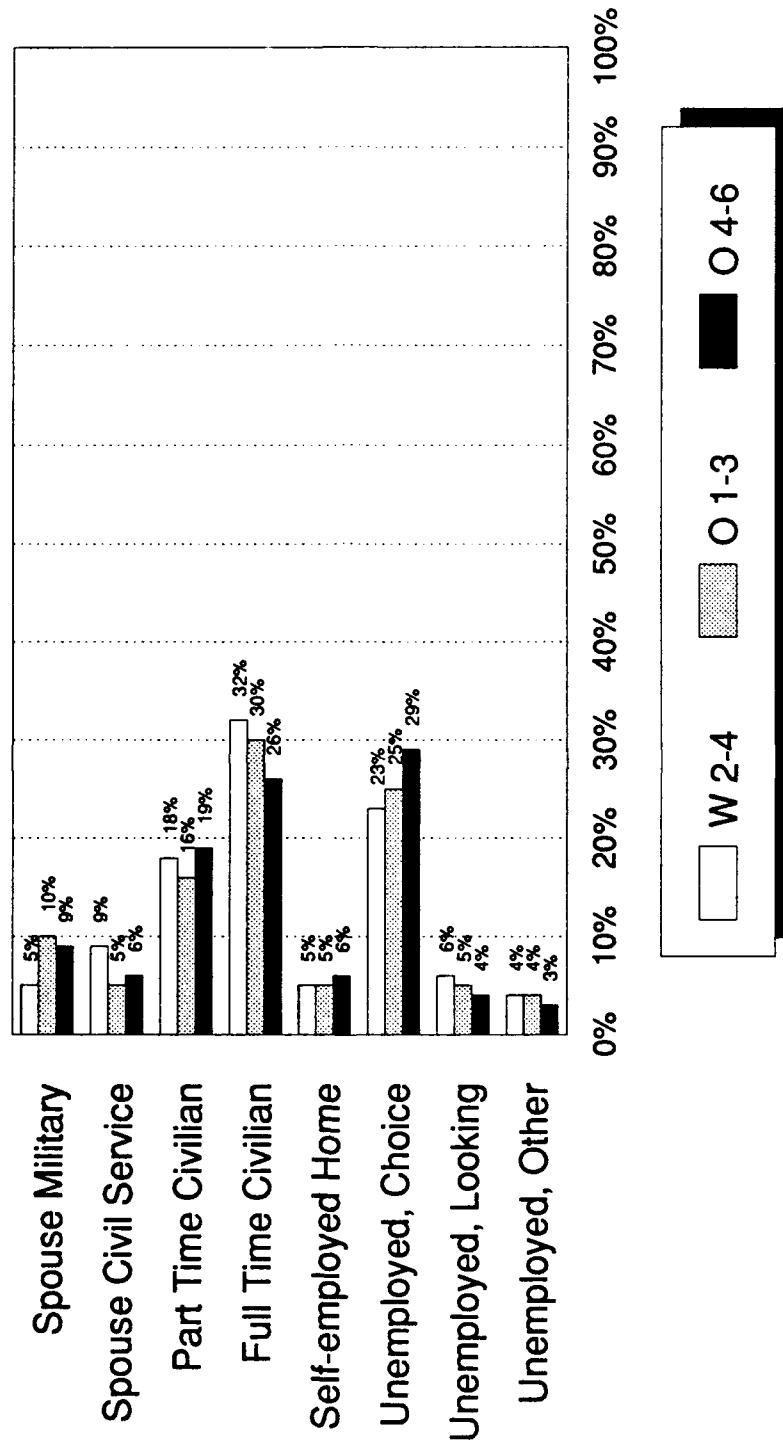
**(Q6) How Many Of Your Children* (Natural, Adopted,
Or Stepchildren) Under The Age Of 21
Live In Your Household**

Officers

	W 2-4					O 1-3					O 4-6					Total
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
Under 6 Weeks	2					58					22	1				82
6 'Wks to 12 Mos	2					217	7				72	1				299
13 to 24 Mos	5		1			196	7				89	1		1		300
25 to 35 Mos	5					190	3				134	4				336
3 to 5 Yrs	12	1				355	51				296	36	1			752
6 to 9 Yrs	31	11				319	59	8		1	377	100	7	2		915
10 to 12 Yrs	40	6				196	34		2		314	32	4	1		629
13 to 15 Yrs	43	9				148	20				285	34	3	2	1	544
16 to Under 21 Yrs	53	13	2			97	23	3	1		272	90	3	1		557
Total																6711

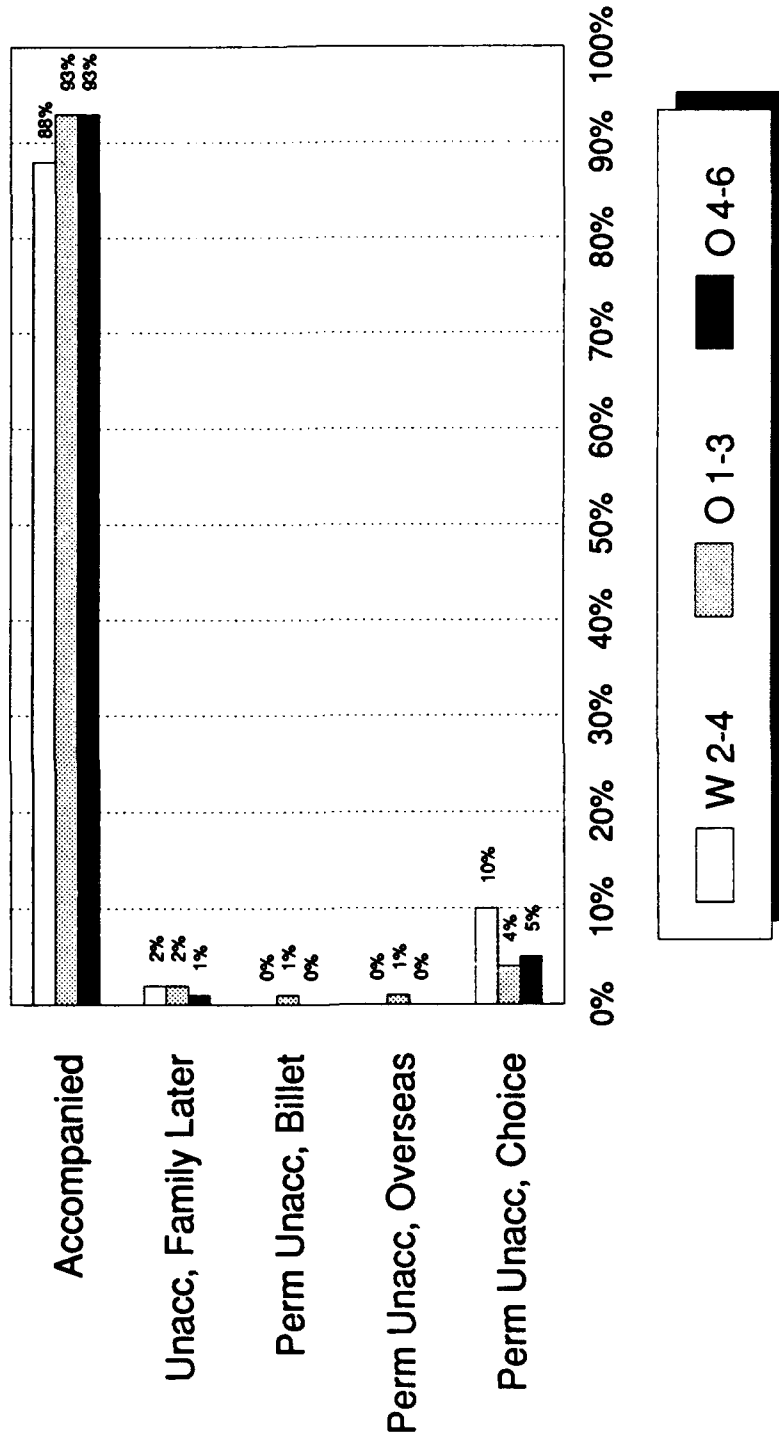
*Numbers in body of table represent number of respondents having the number of children indicated in column heading.

(Q7) What Is Your Spouse's Employment Situation Officers



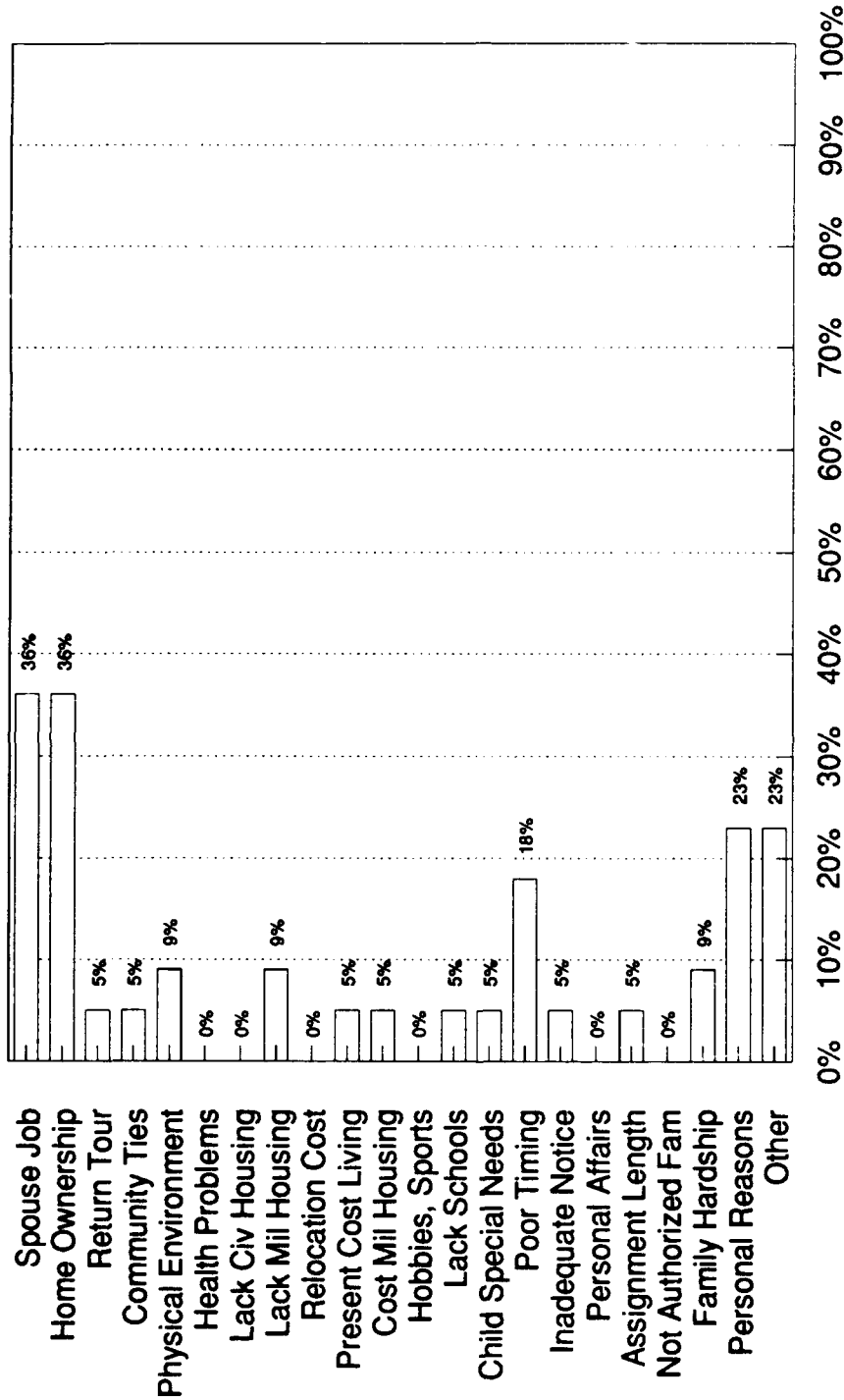
W 2-4, N = 162
O 1-3, N = 1795
O 4-6, N = 1531

(Q8) What Is Your Dependent Status On Your Present Assignment Officers



W 2-4, N = 171
O 1-3, N = 1744
O 4-6, N = 1530

(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

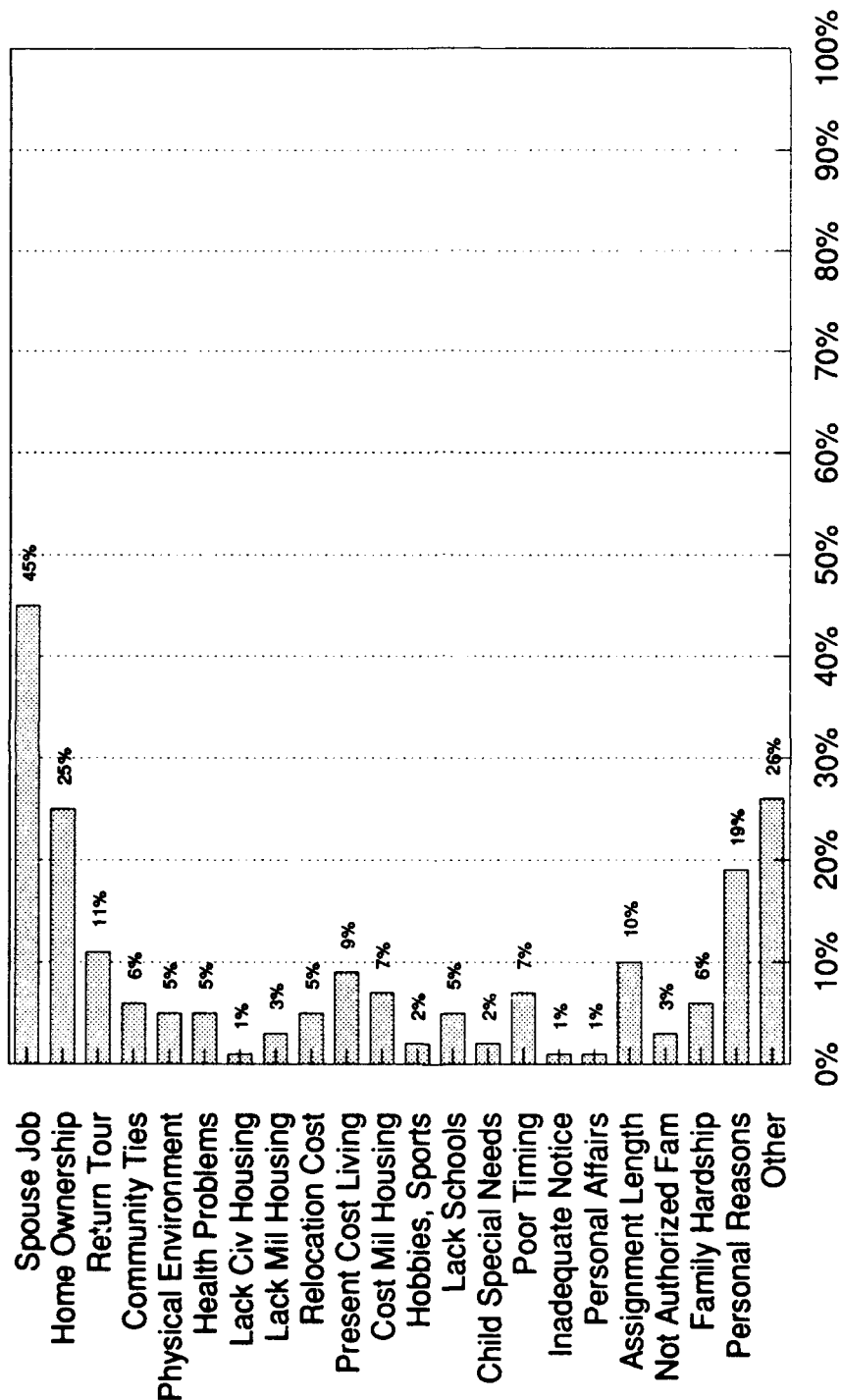


W 2-4

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

W 2-4, N = 17

(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

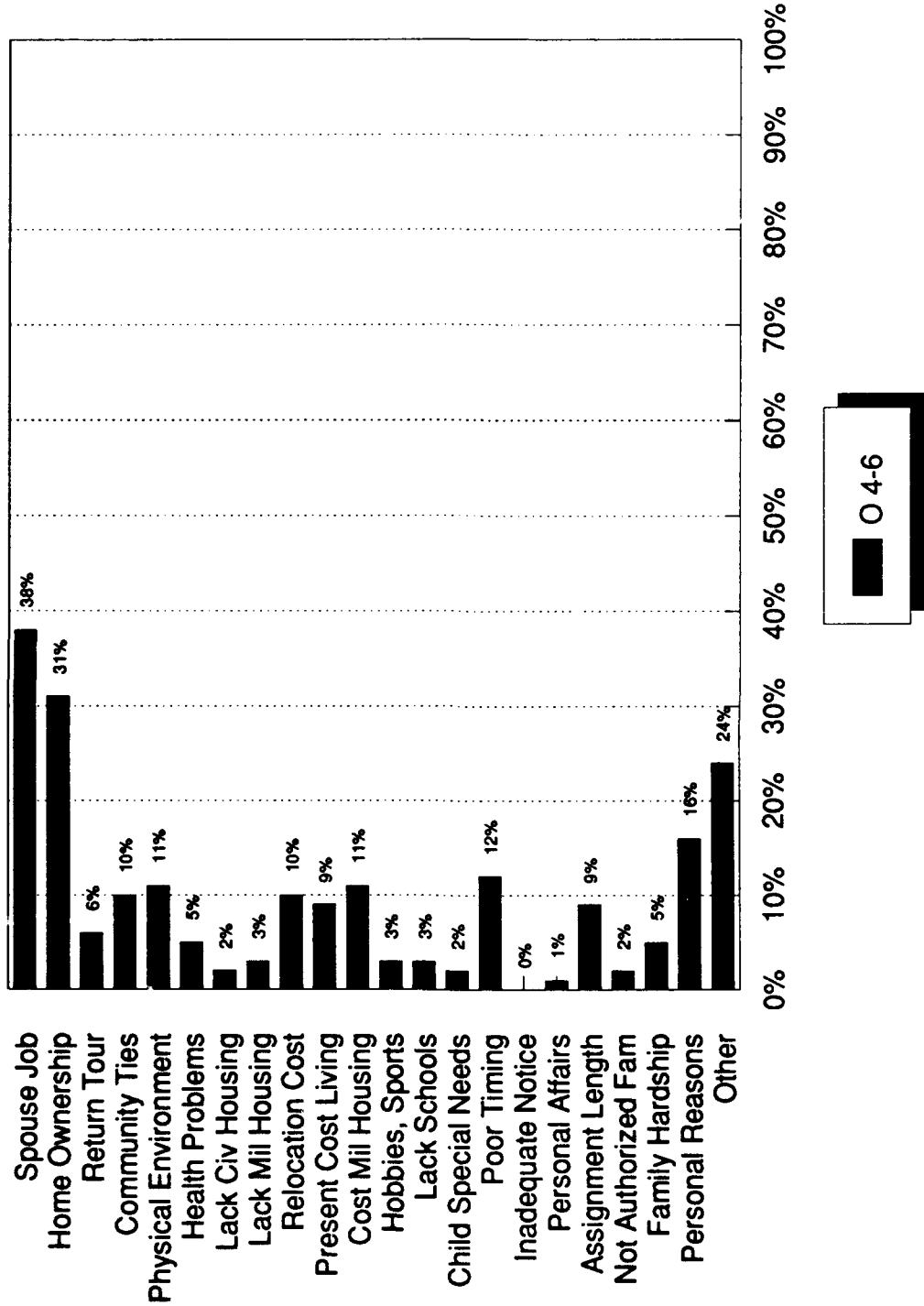


O 1-3

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

O 1-3, N = 70

(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

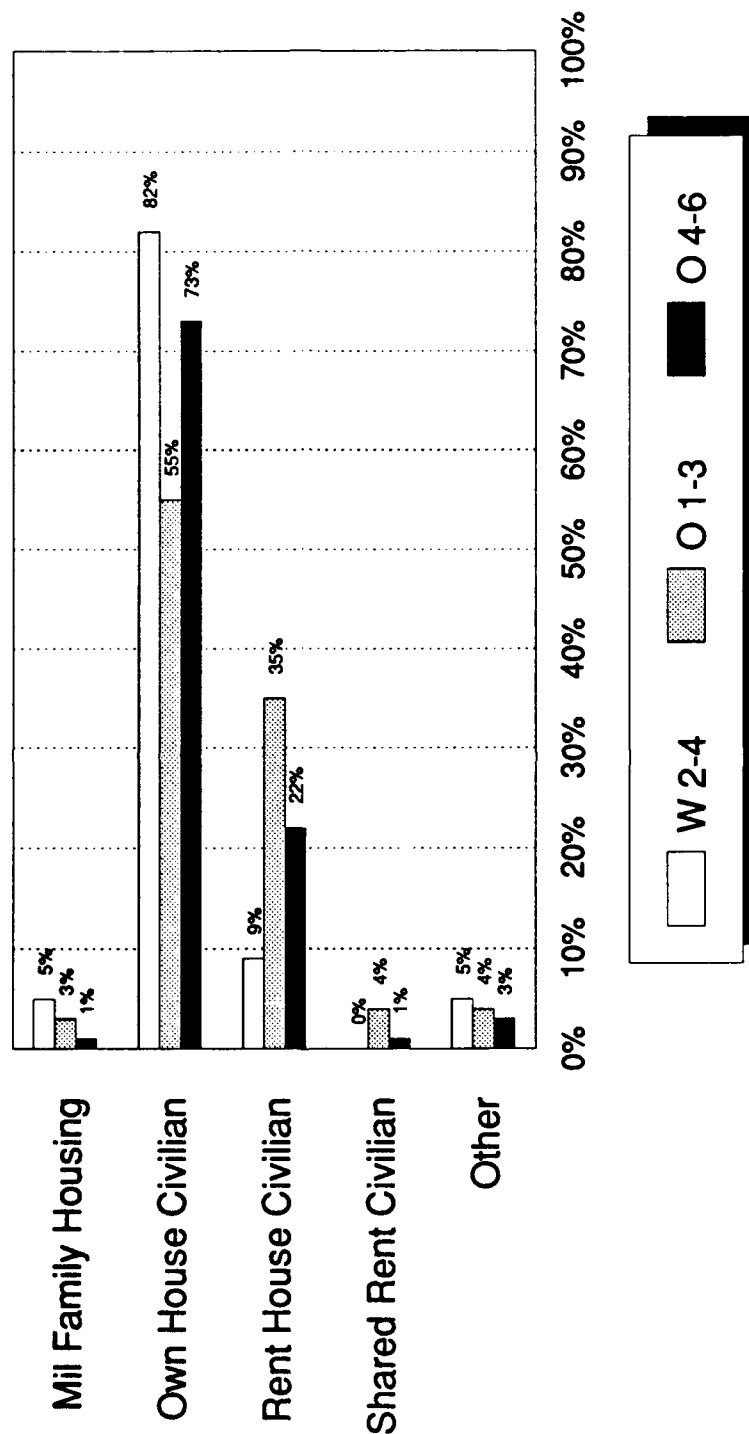


*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

O 4-6, N = 80

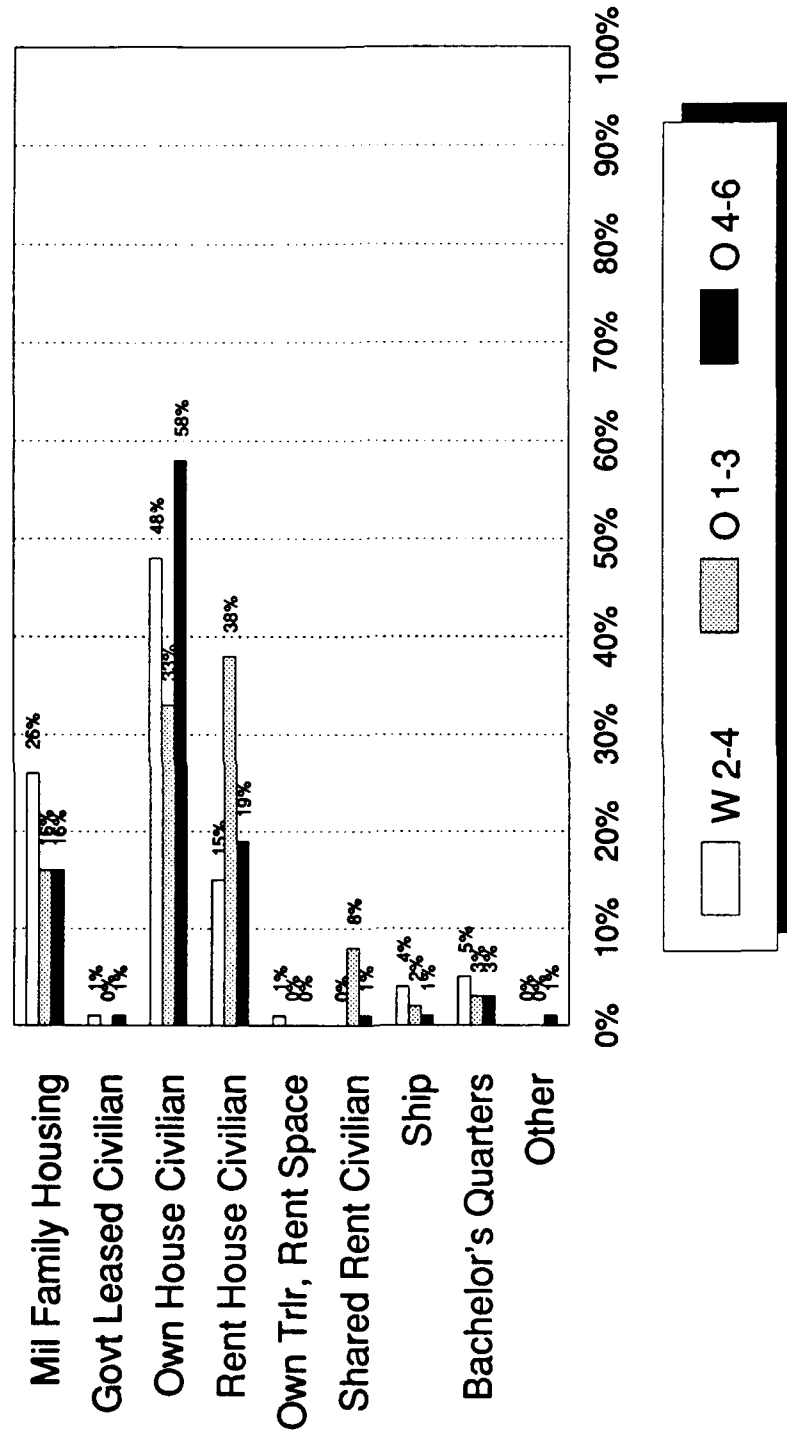
(Q10) If You Are Unaccompanied, Which Of The Following Describes The Place Where Your Family Lives

Officers



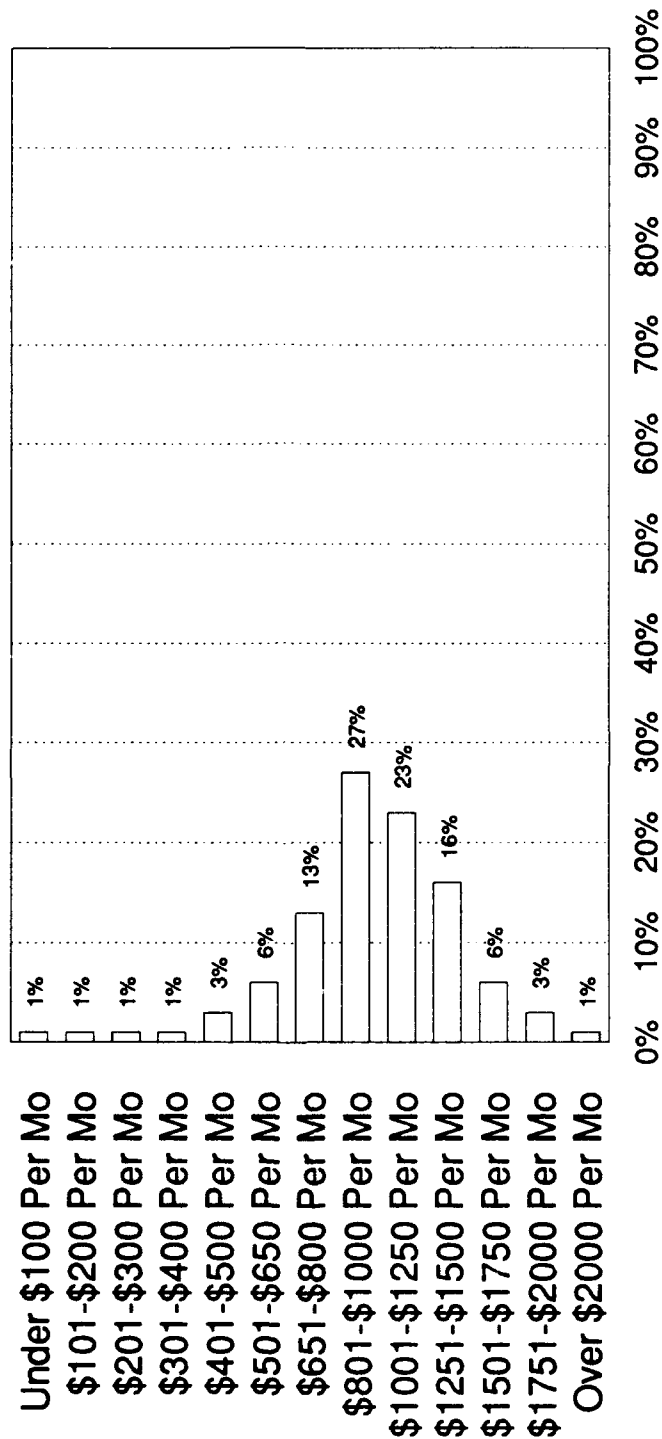
W 2-4, N = 17
O 1-3, N = 72
O 4-6, N = 80

(Q11) Which Of The Following Describes The Place Where You Live Officers



W 2-4, N = 180
O 1-3, N = 2917
O 4-6, N = 1745

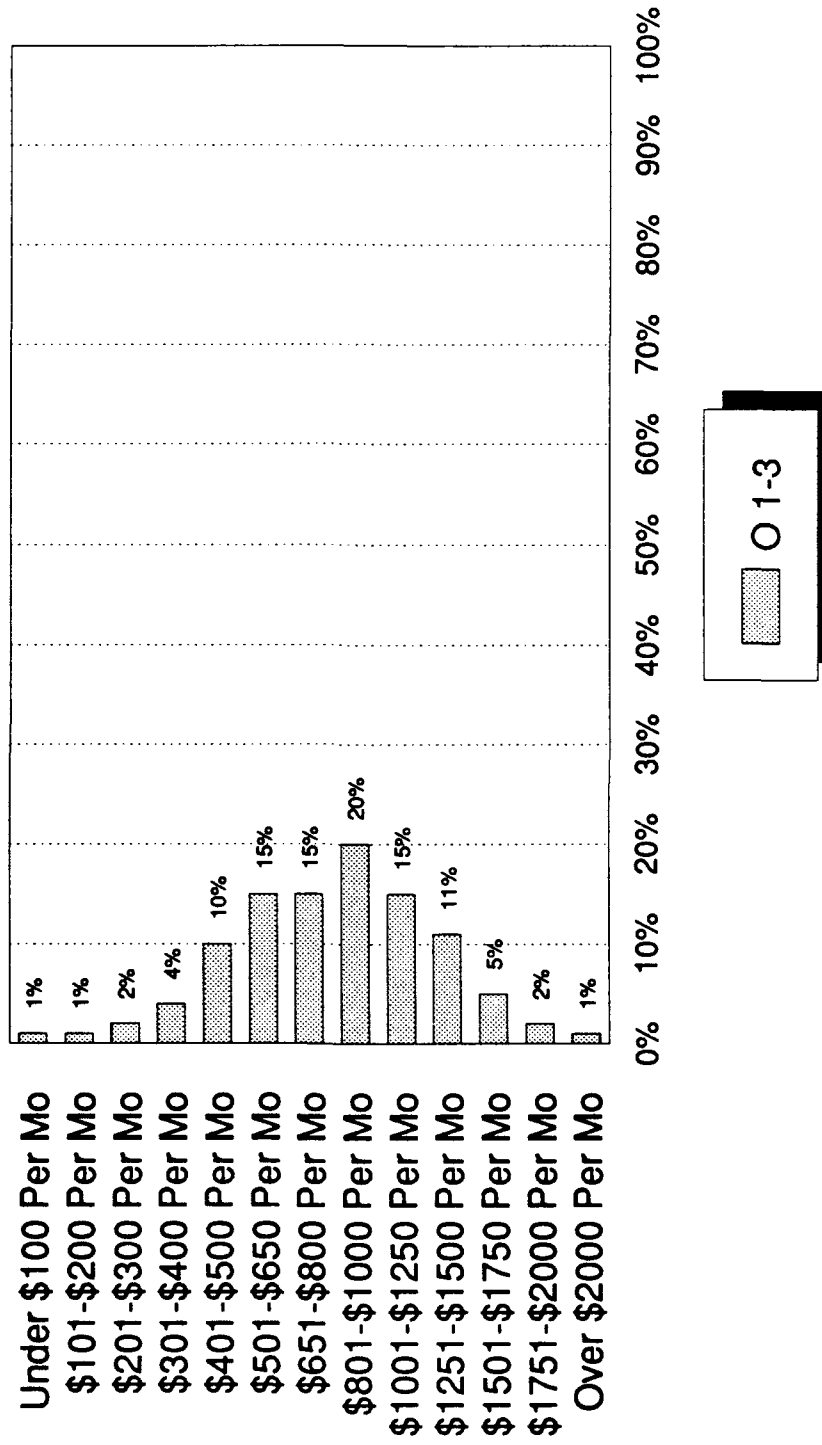
(Q12) About How Much Is Your Rent/ House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)



W 2-4

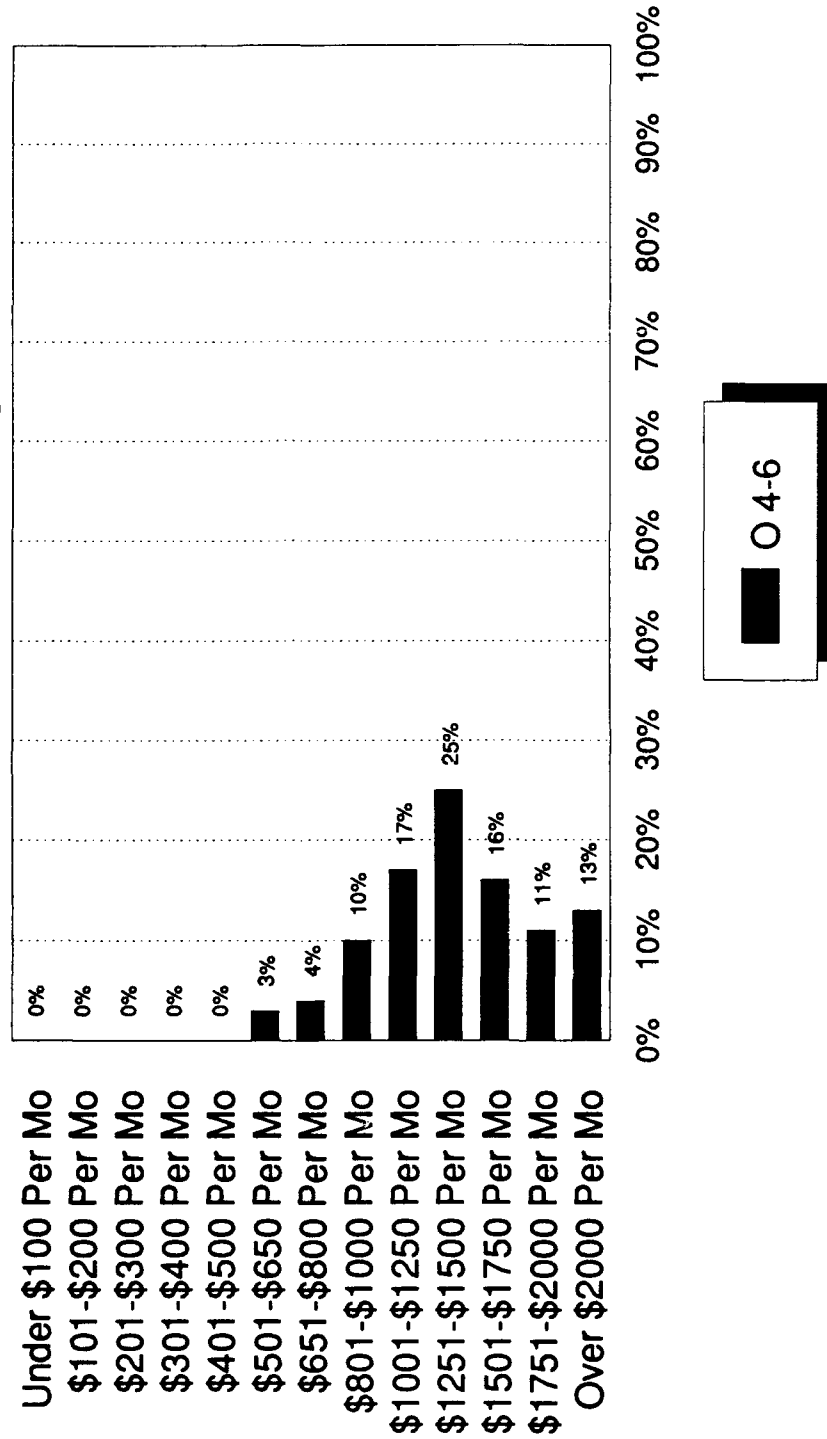
W 2-4, N = 131

(Q12) About How Much Is Your Rent/ House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)



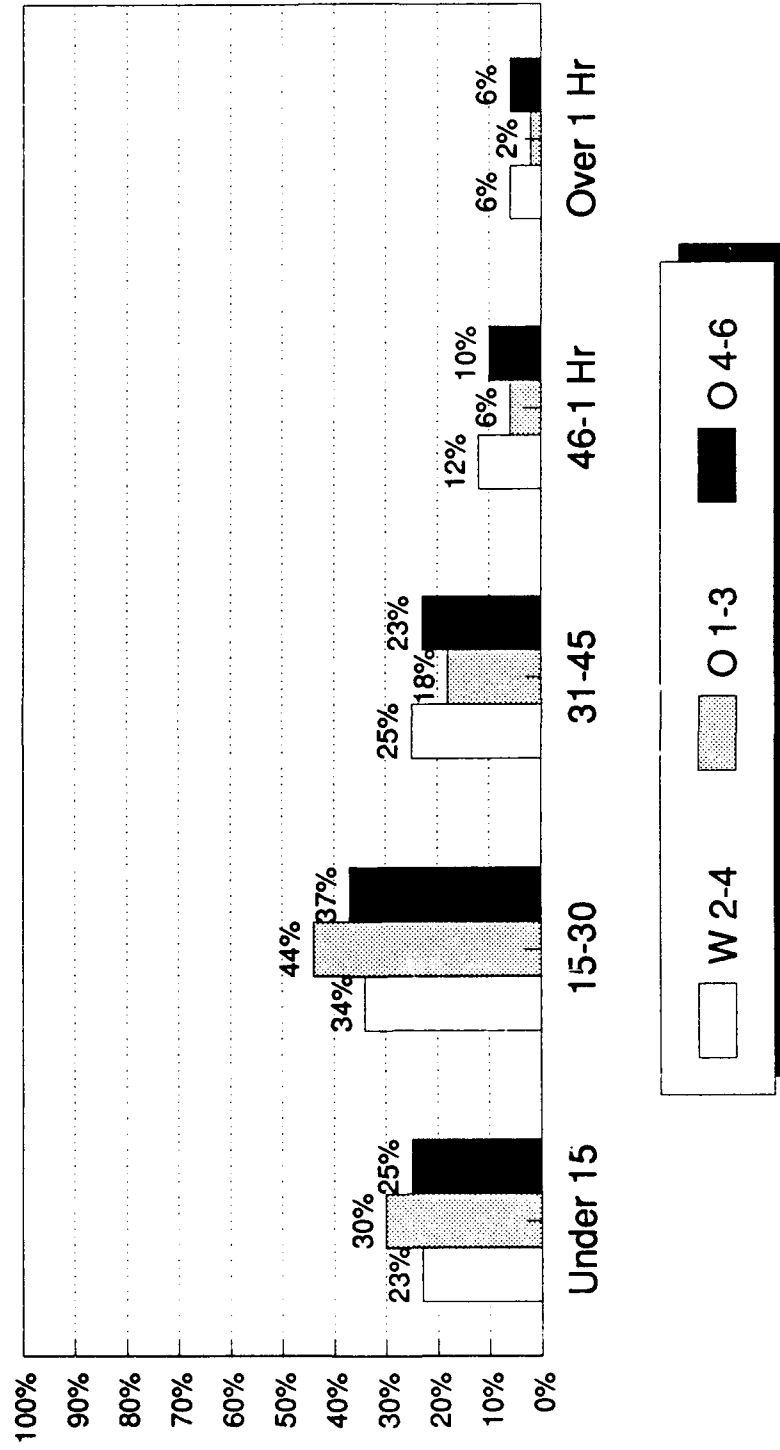
O 1-3, N = 2402

(Q12) About How Much Is Your Rent/ House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)



O 4-6, N = 1449

(Q13) What Is Your Average One-way Commute Time From Home To Your Duty Station



W 2-4, N = 166
 O 1-3, N = 2777
 O 4-6, N = 1662

(Q15) What Is Your Designator Officers*

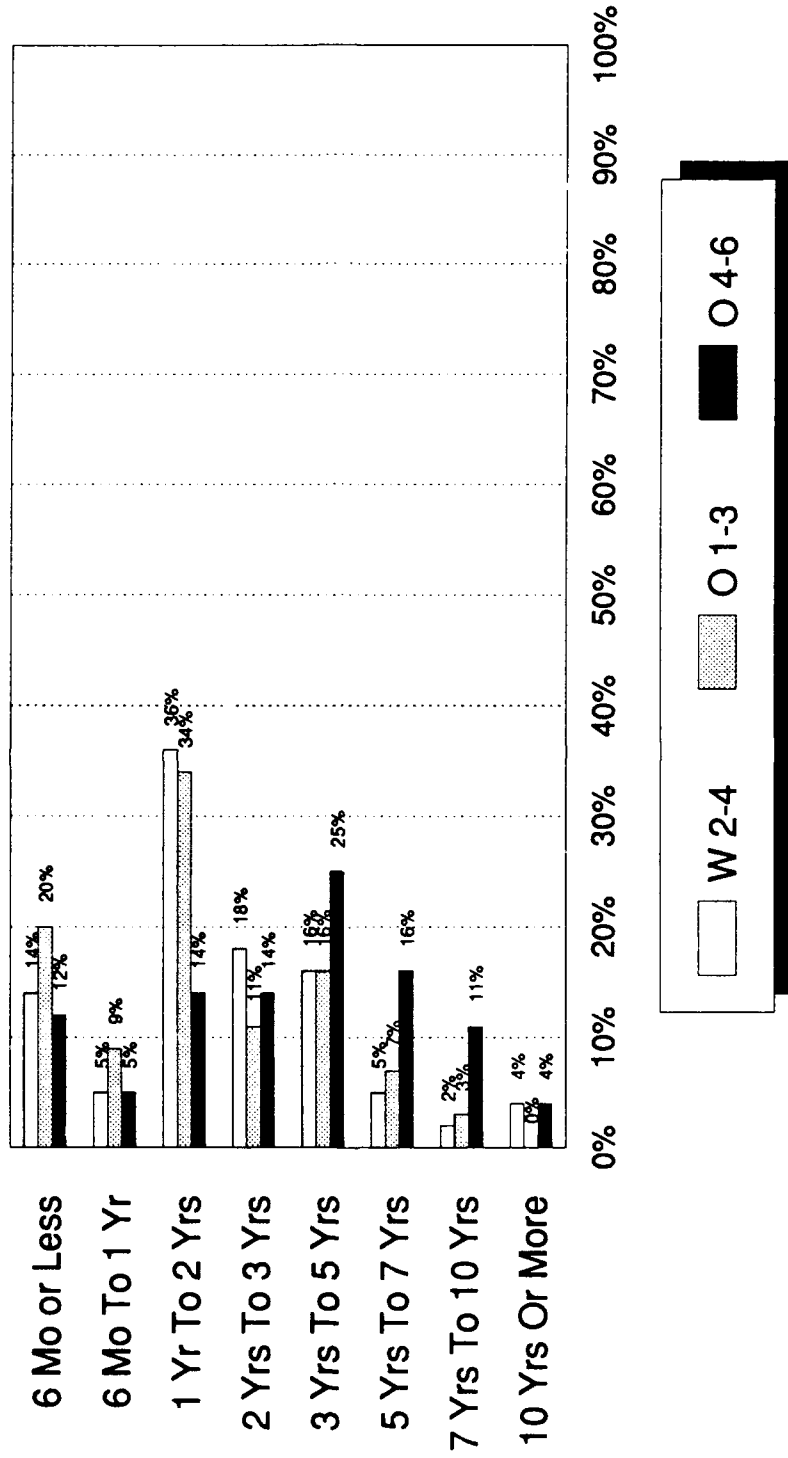
O 1-3			O 4-6		
Line	%	Staff	Line	%	Staff
General URL	9	Medical Corps	General URL	5	Medical Corps
Surface	18	Dental Corps	Surface	13	Dental Corps
Submarine	5	Medical Service	Submarine	6	Medical Service
Special Warfare	0	JAG Corps	Special Warfare	1	JAG Corps
Special Ops	1	Nurse Corps	Special Ops	1	Nurse Corps
		Supply Corps			Supply Corps
Material Pro	0	Chaplain Corps	Material Pro	1	Chaplain Corps
		Civil Eng Corps			Civil Eng Corps
Other than	0		Other than	0	
Op Flying		<u>LDO</u>	Op Flying		<u>LDO</u>
Pilot	14		Pilot	13	
Naval Flt Off	8	All Ltd Dty Off	Naval Flt Off	8	All Ltd Dty Off
Not any of	1		Not any of	0	
above 3			above 3		
Engineering	1		Engineering	4	
Aero Eng Dty Off	1		Aero Eng Dty Off	3	
Special Duty	2		Special Duty	4	
Oceanography	0		Oceanography	1	

O 1-3, N = 2505

O 4-6, N = 1527

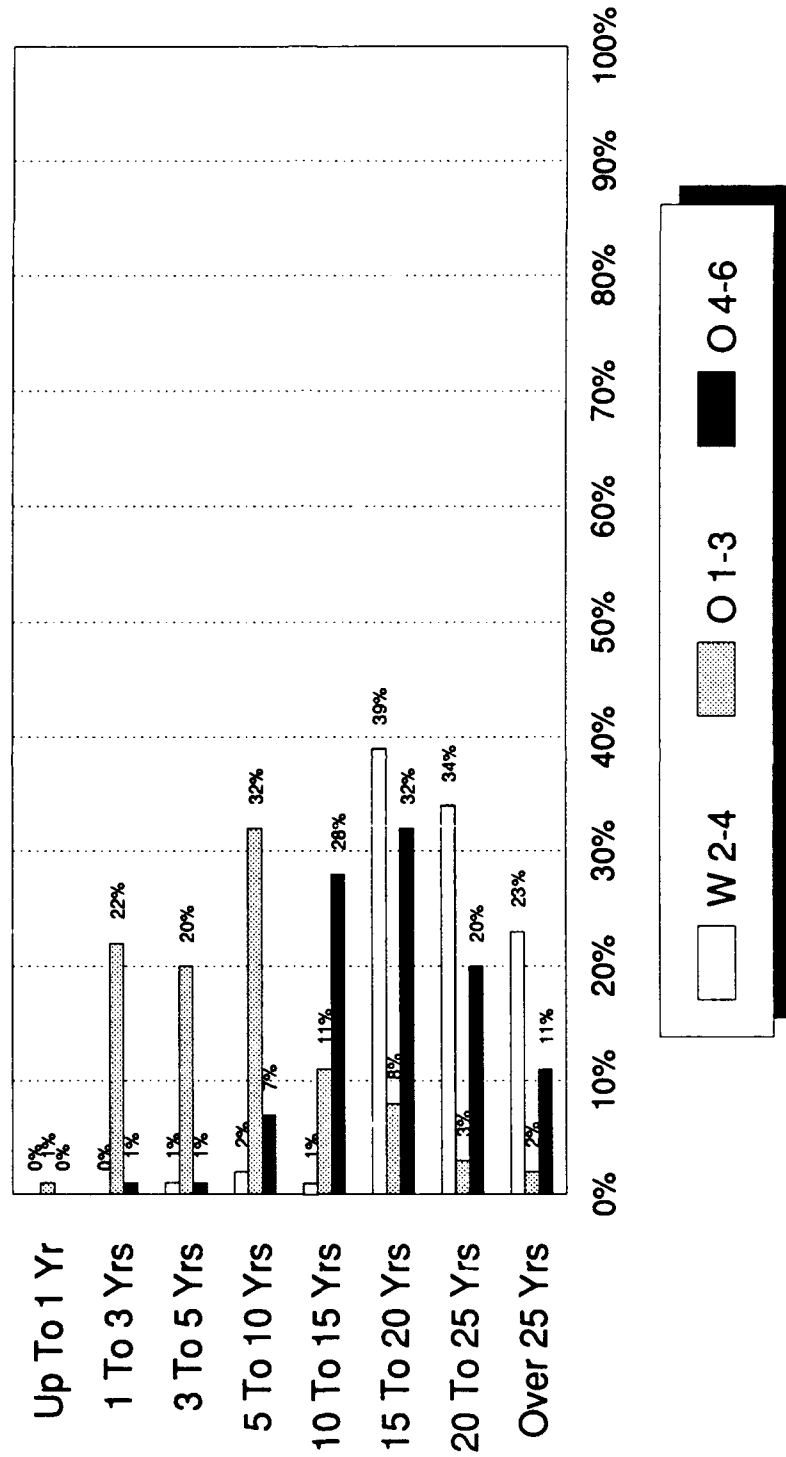
*All Warrant Officers have Warrant Officer Designator; N = 160.

(Q17) How Long Have You Been In Your Current Paygrade Officers



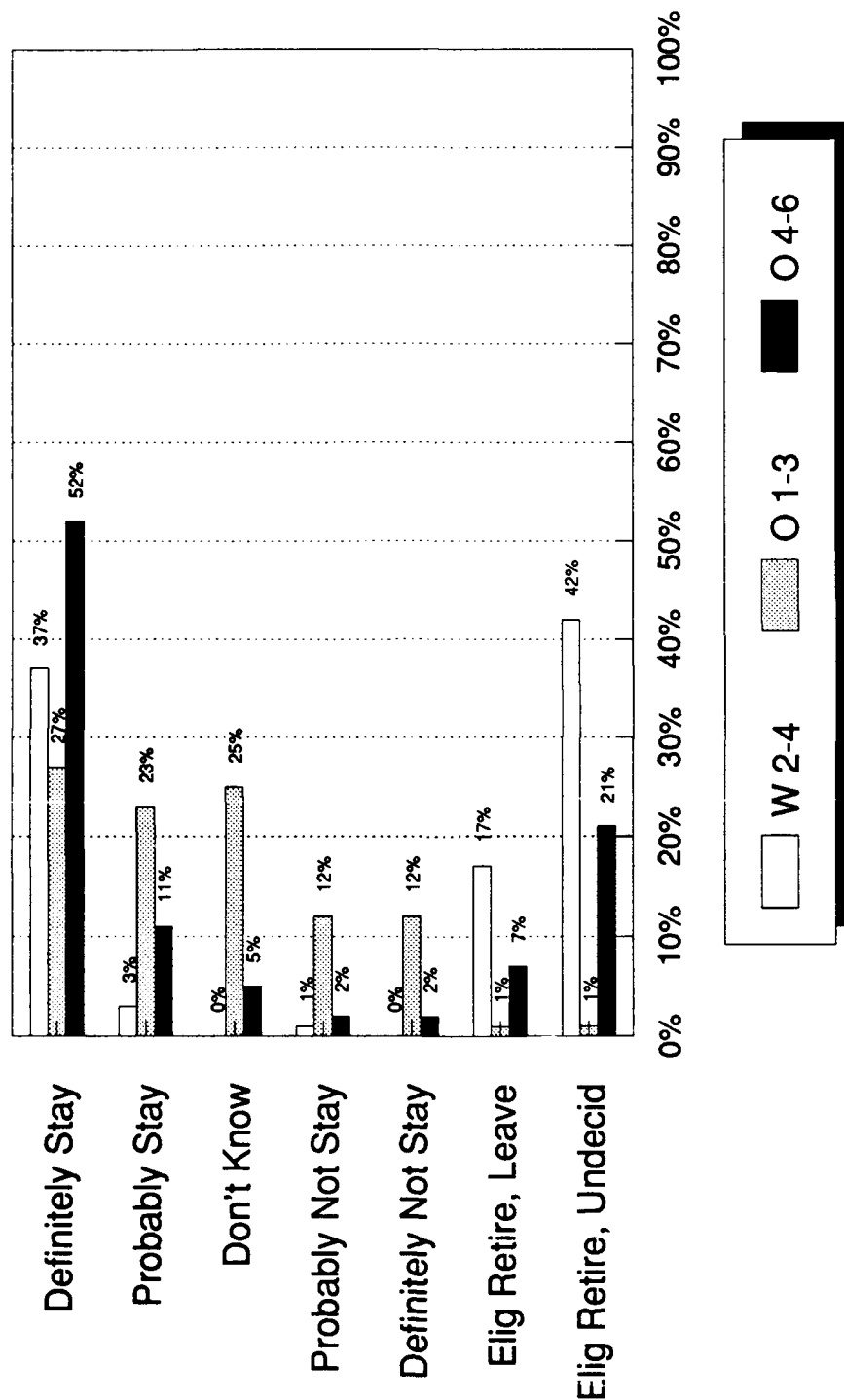
W 2-4, N = 175
O 1-3, N = 2794
O 4-6, N = 1688

(Q18) How Long Have You Been On Active Duty In The Navy Officers



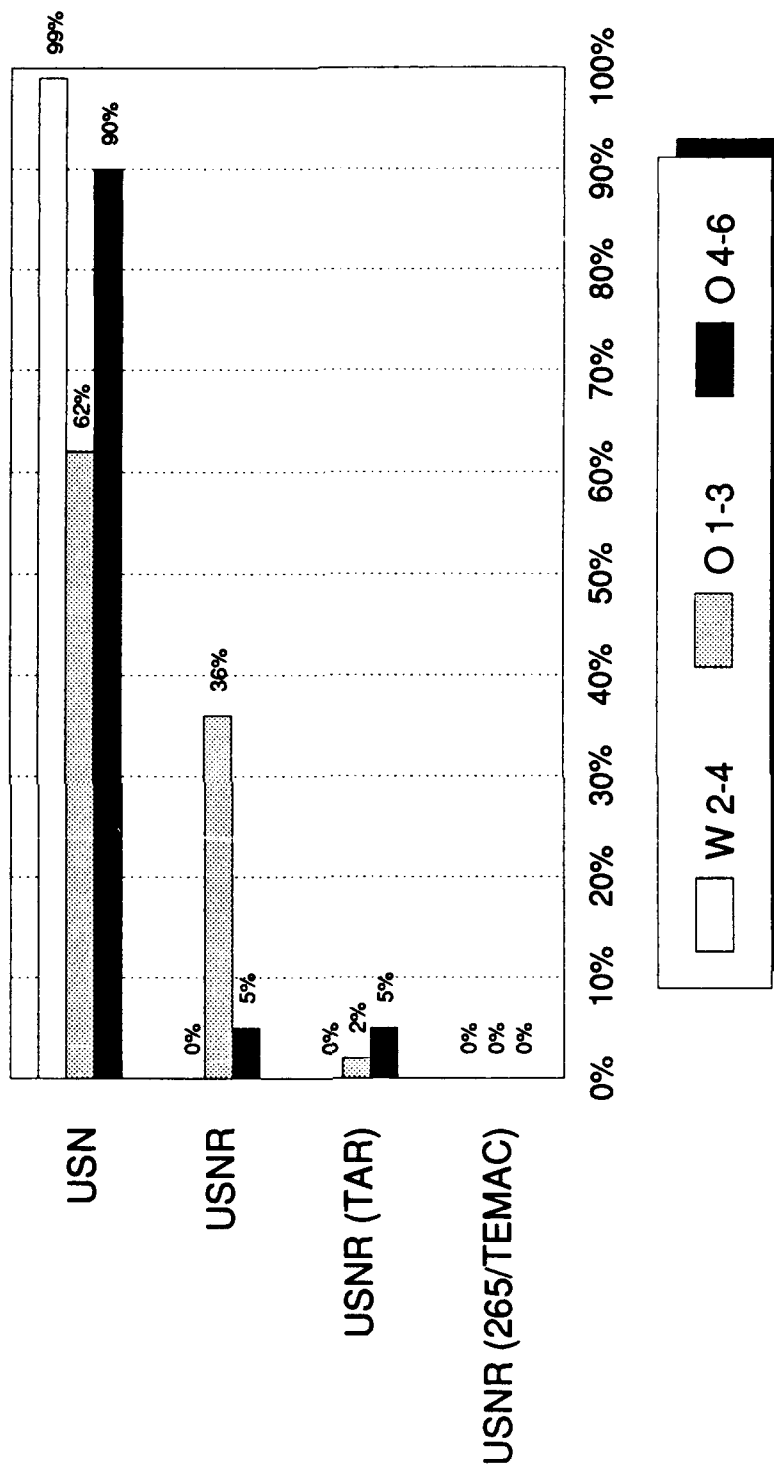
W 2-4, N = 179
O 1-3, N = 2877
O 4-6, N = 1728

(Q19) What Are Your Navy Career Plans Officers



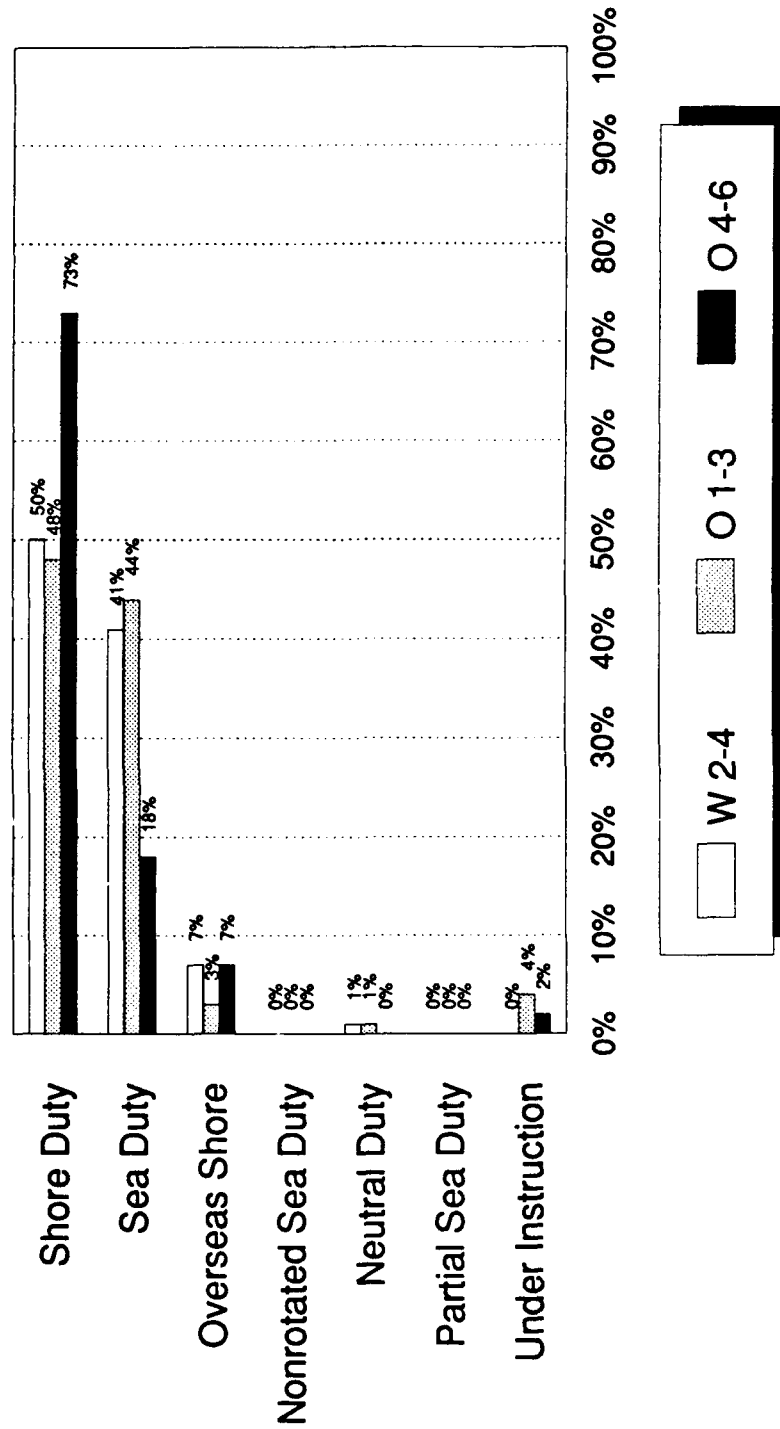
W 2-4, N = 177
 O 1-3, N = 2902
 O 4-6, N = 1740

(Q20) What Is Your Current Military Status Officers



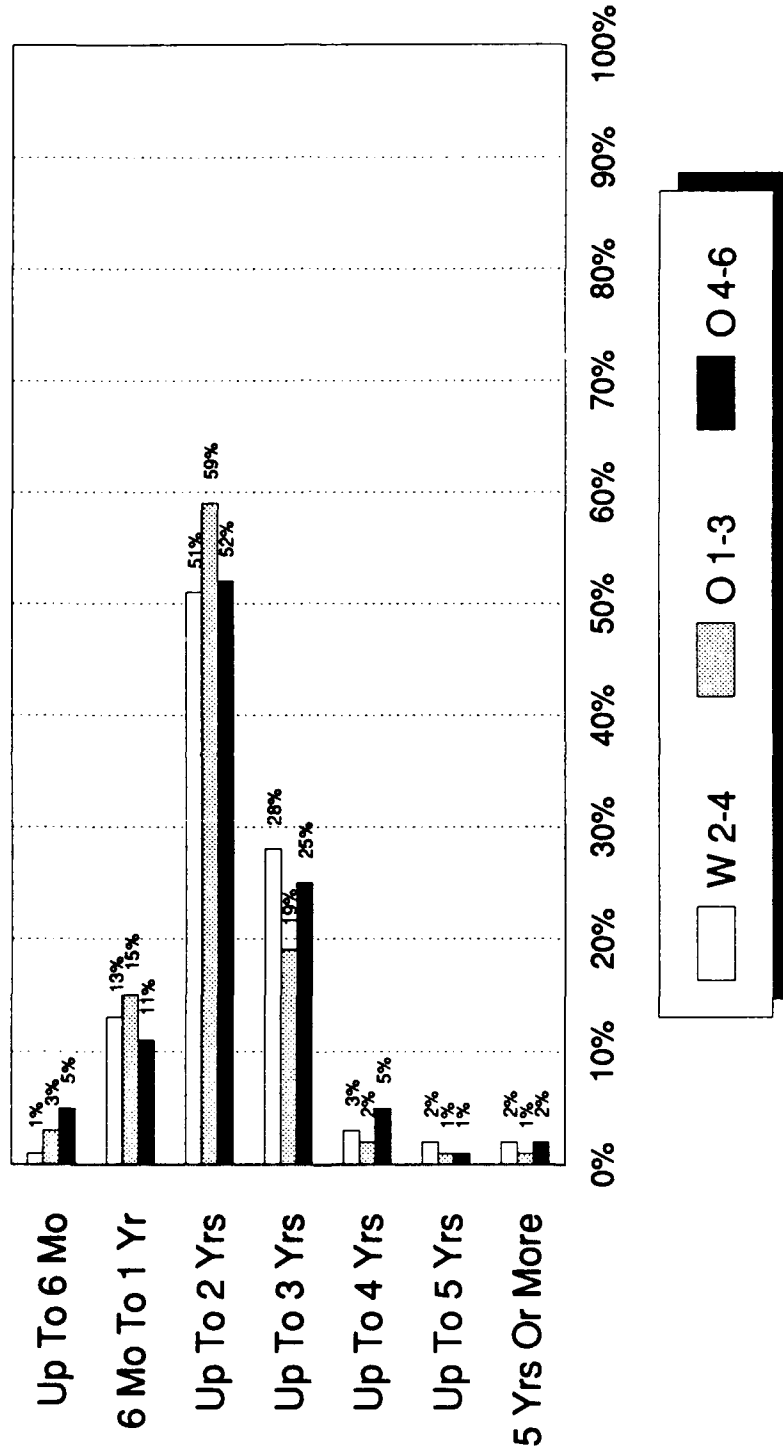
W 2-4, N = 179
O 1-3, N = 2905
O 4-6, N = 1742

(Q21) What Is The Sea/Shore Code For Your Present Assignment Officers



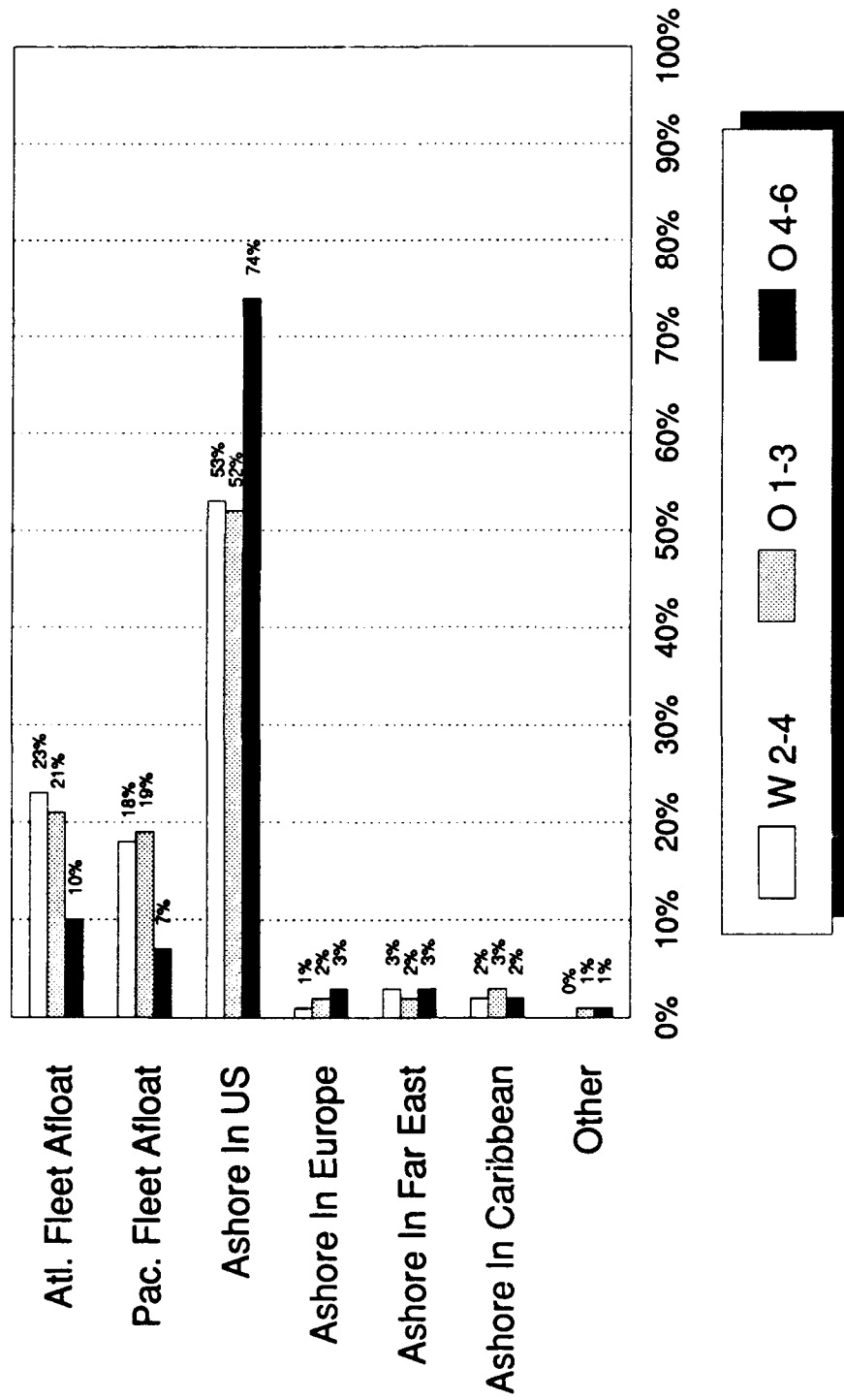
W 2-4, N = 180
O 1-3, N = 2887
O 4-6, N = 1734

(Q22) How Long Have You Been In Your Current Assignment Officers



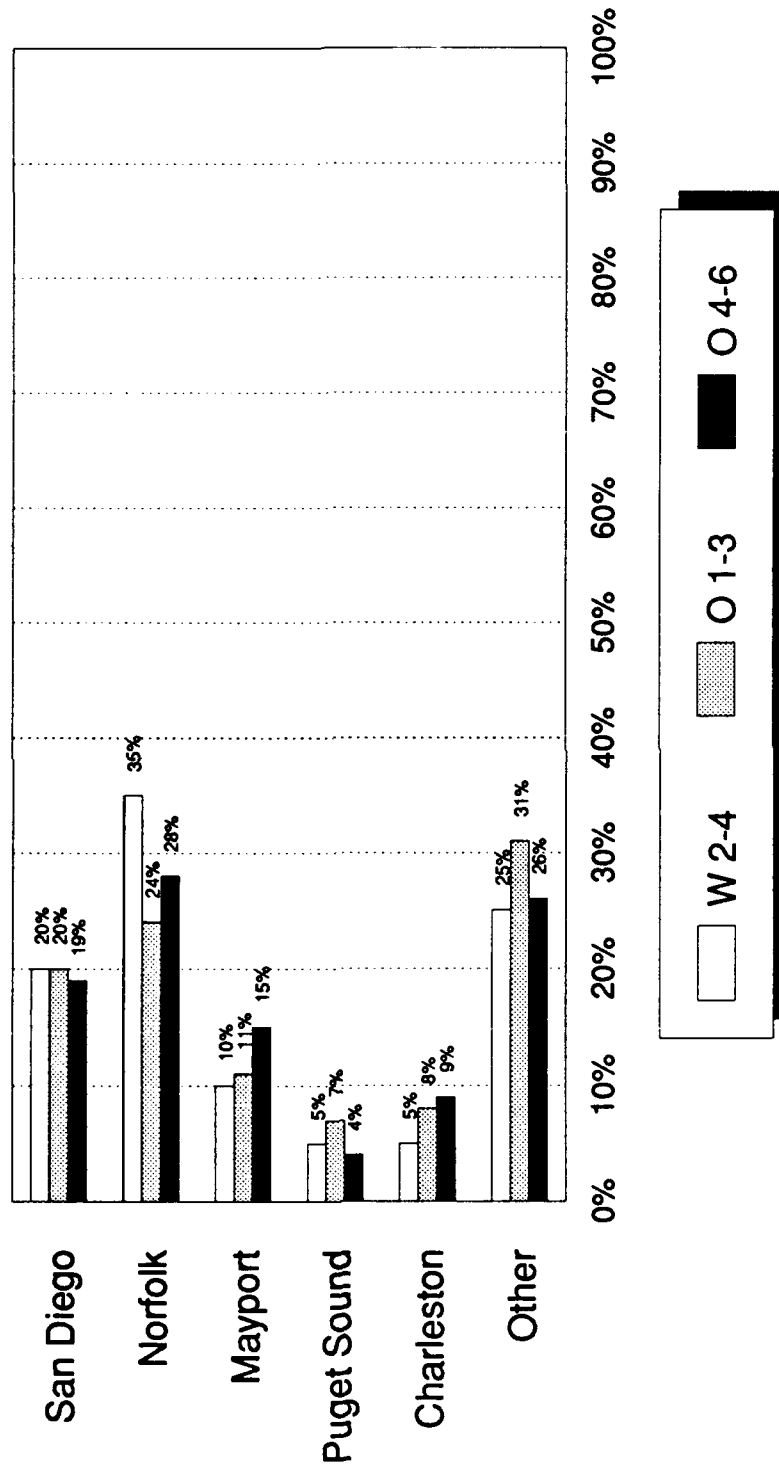
W 2-4, N = 177
O 1-3, N = 2858
O 4-6, N = 1717

(Q23) Where Are You Now Serving Officers



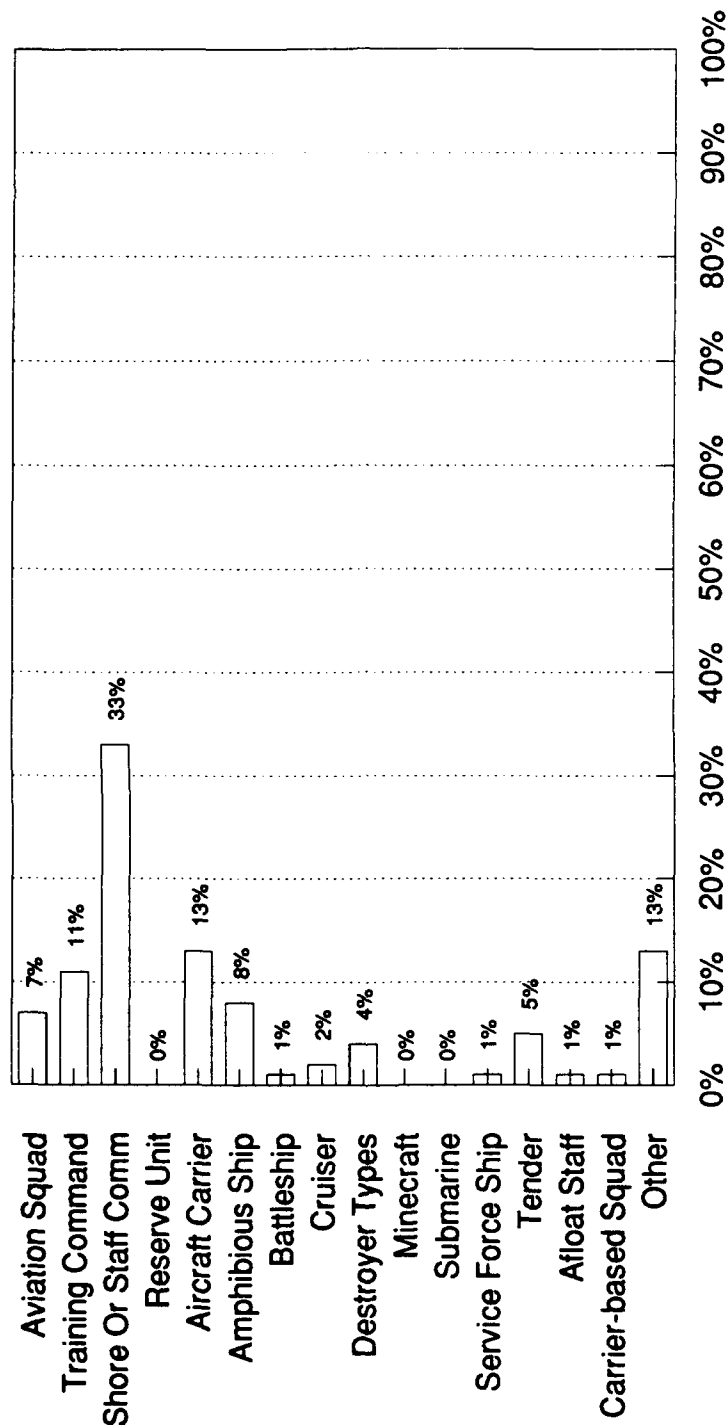
W 2-4, N = 181
O 1-3, N = 2889
O 4-6, N = 1737

(Q25) If You Are Currently Stationed At Sea, Where Is Your Homeport Officers



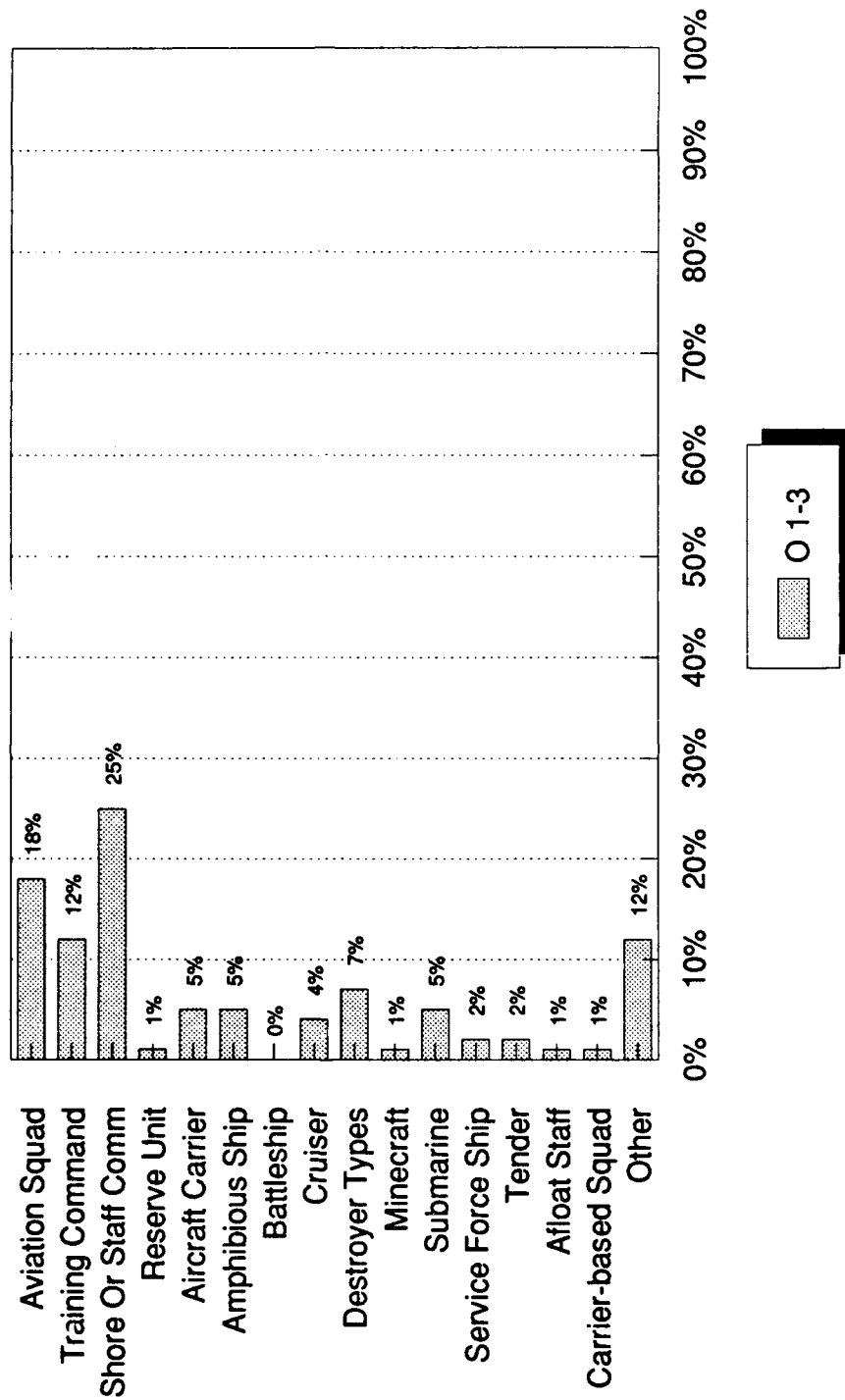
W 2-4, N = 70
O 1-3, N = 1102
O 4-6, N = 284

(Q26) To What Type Of Ship/Activity Are You Assigned Officers



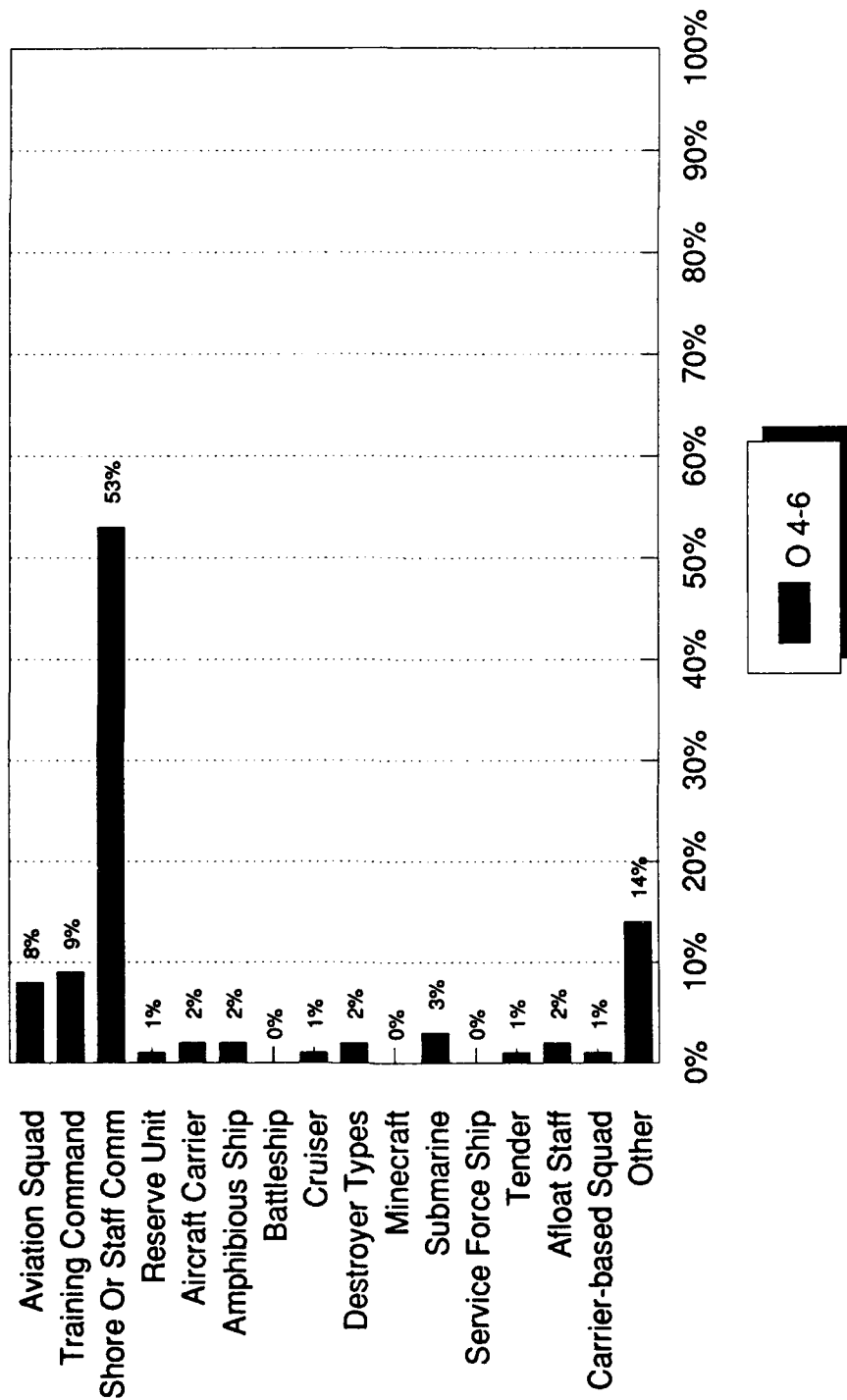
W 2-4, N = 165

(Q26) To What Type Of Ship/Activity Are You Assigned Officers



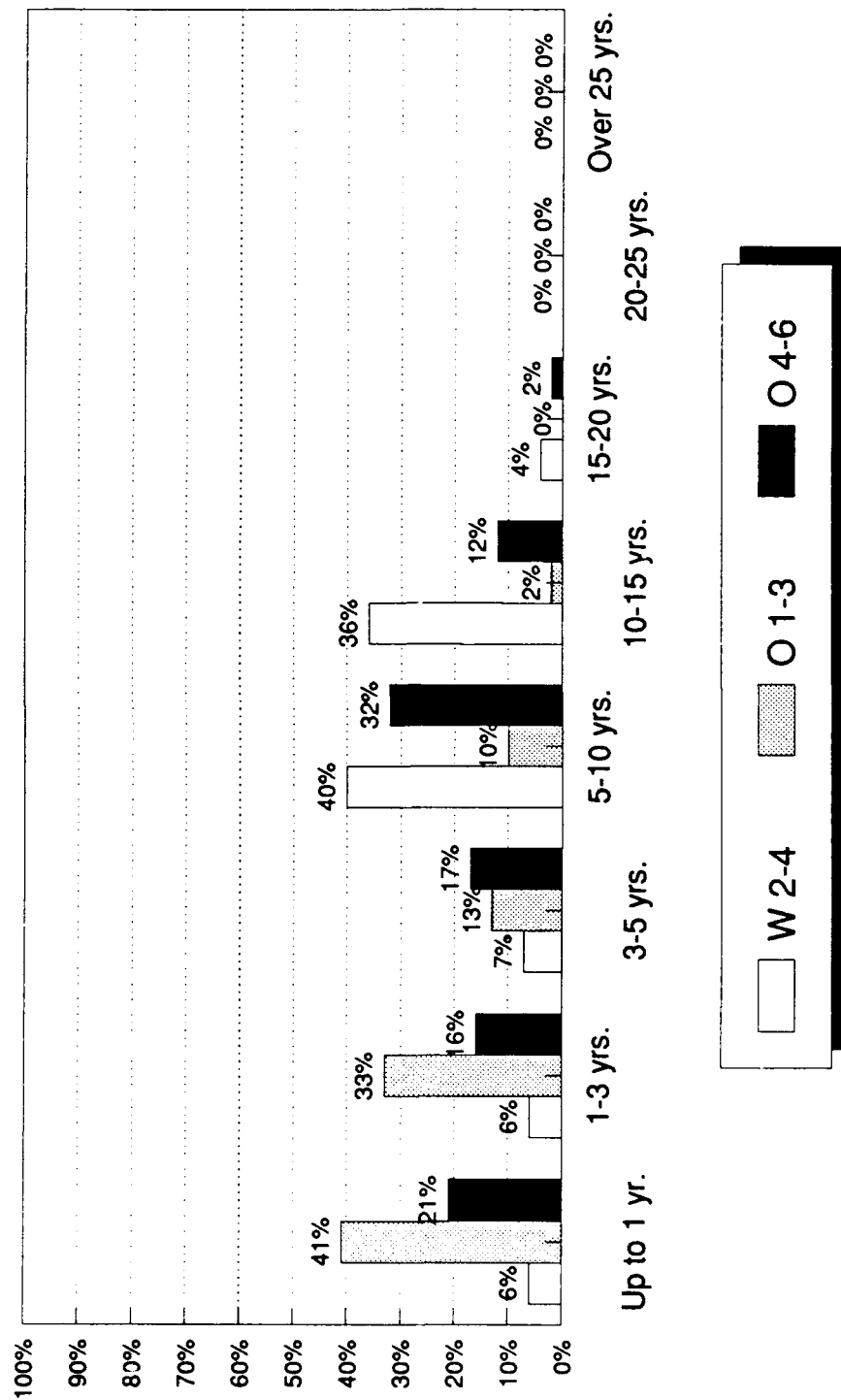
O 1-3, N = 2731

(Q26) To What Type Of Ship/Activity Are You Assigned Officers



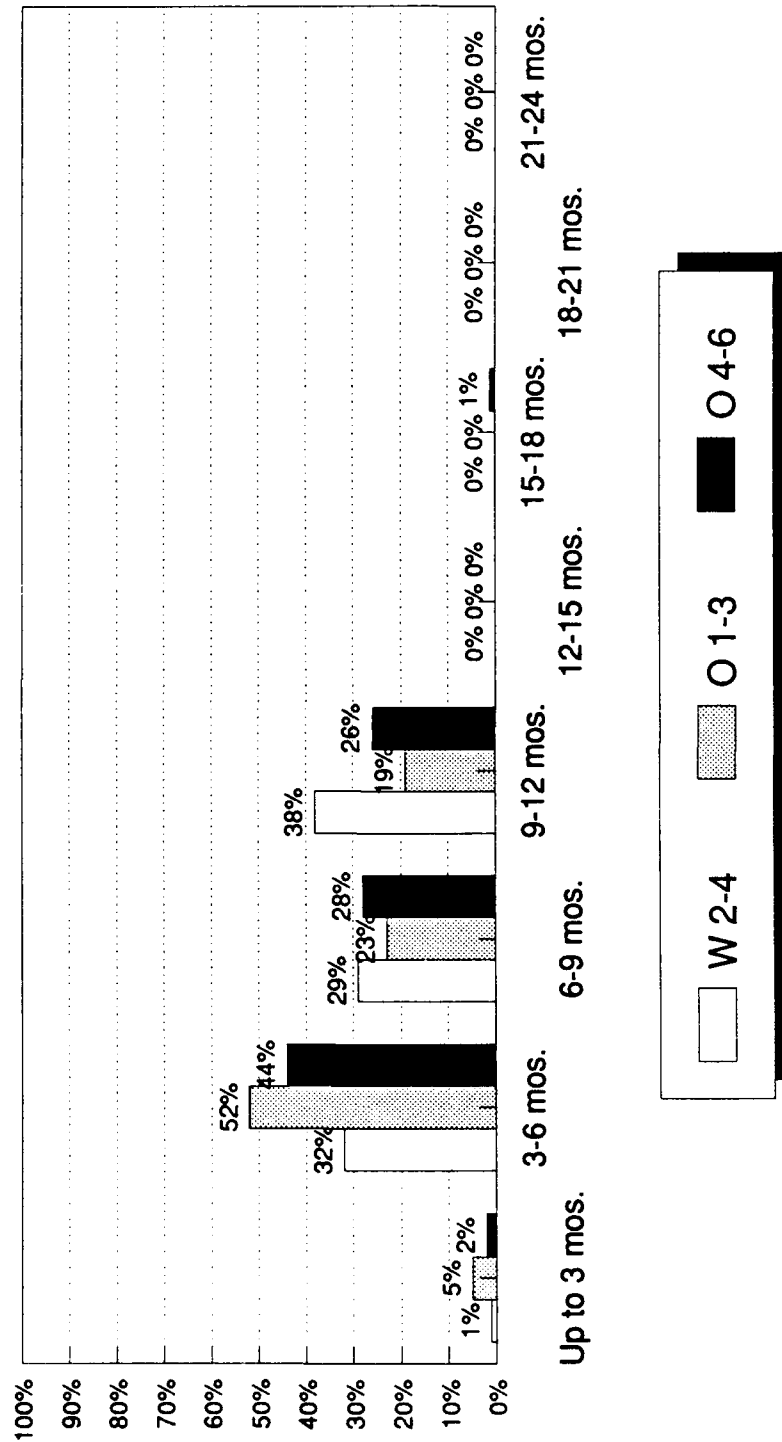
O 4-6, N = 1513

(Q27) How Much Sea Duty Have You Had While In The Navy



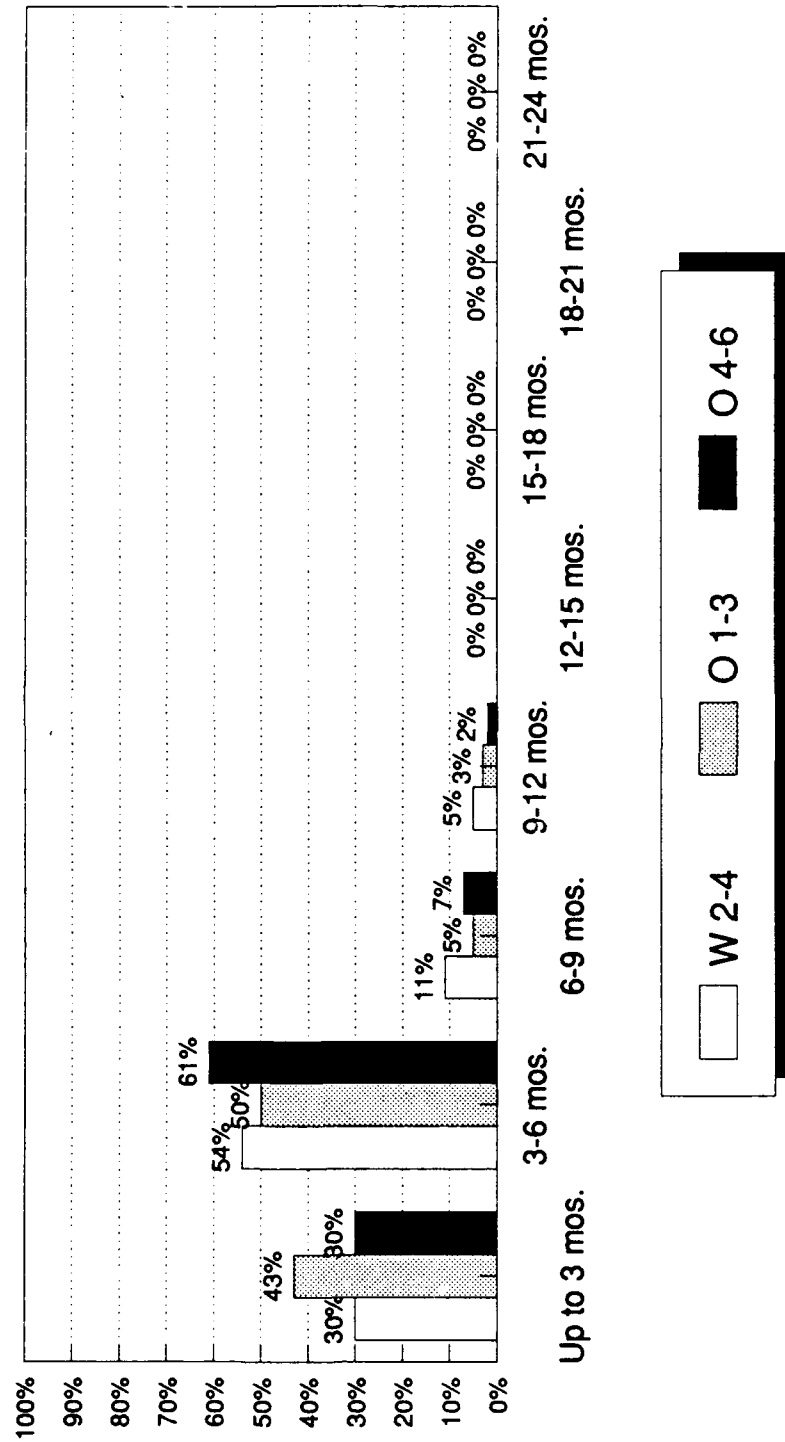
W 2-4, N = 177
O 1-3, N = 2786
O 4-6, N = 1679

(Q28) How Many Months In Advance Of Your PRD Do You Want to Be Notified Of Your Next Duty Assignment



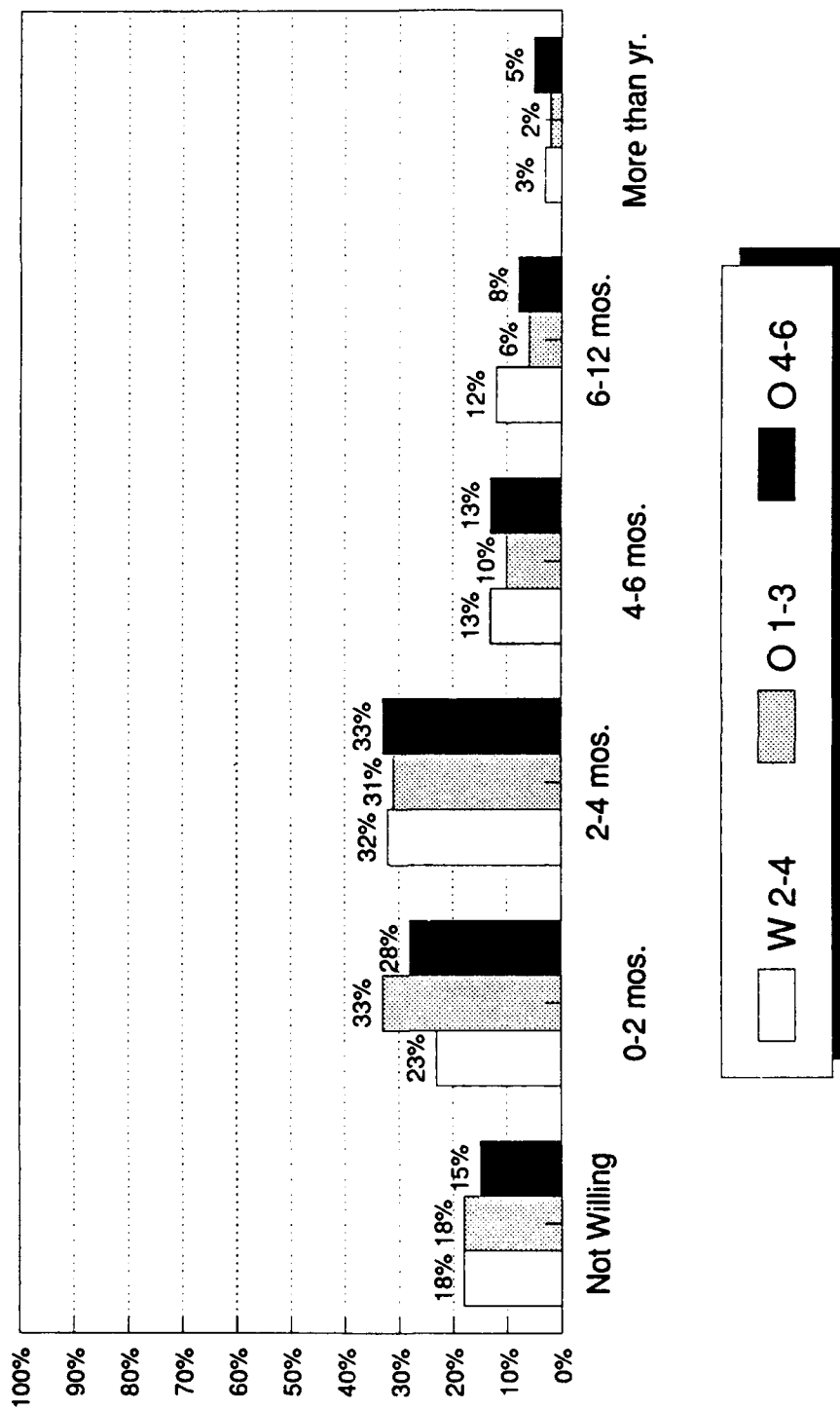
W 2-4, N = 179
O 1-3, N = 2863
O 4-6, N = 1724

(Q29) How Many Months In Advance Of Your PRD Would You Like to Have Your Orders In Hand



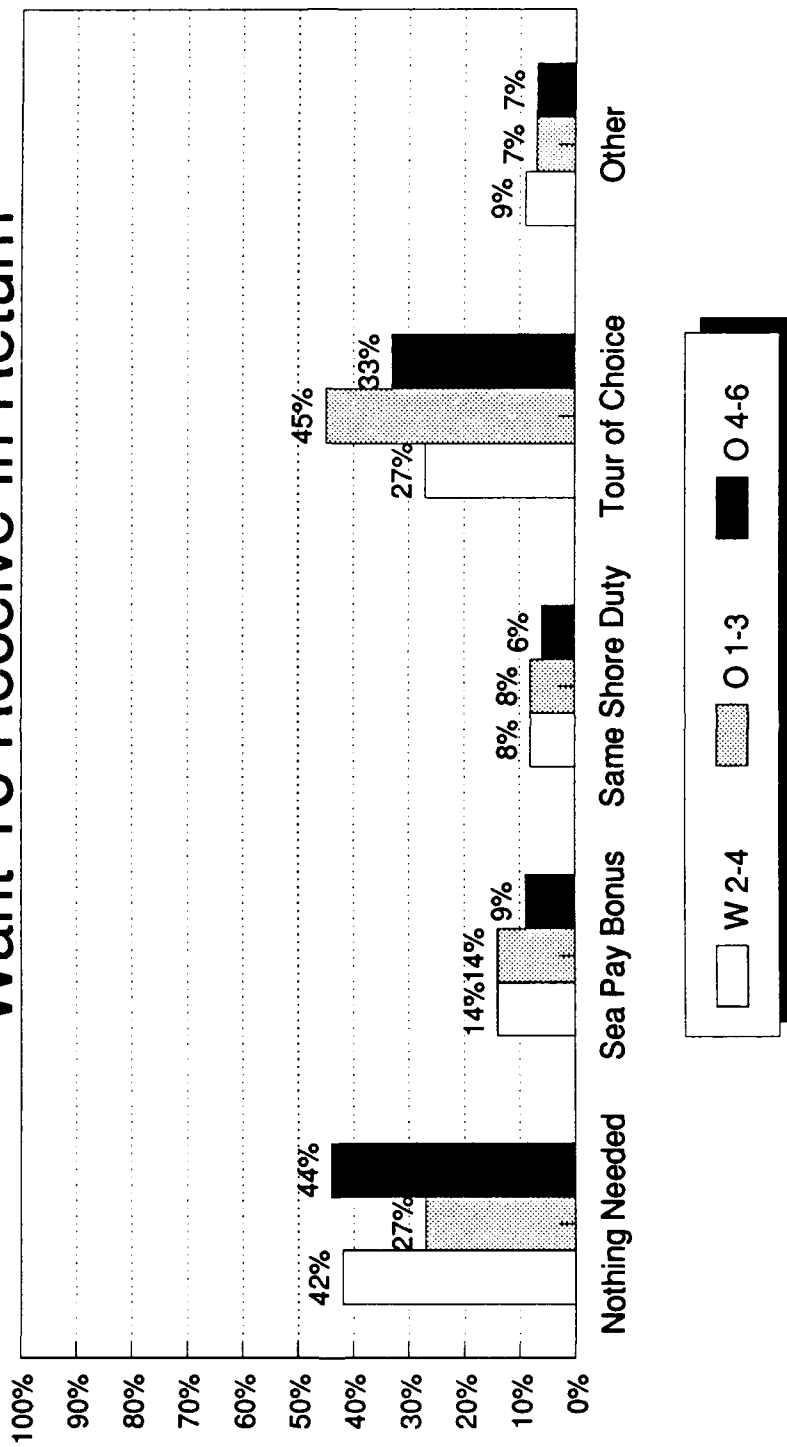
W 2-4, N = 178
O 1-3, N = 2863
O 4-6, N = 1724

(Q30) How Long Would You Be Willing To Extend Your PRD To Complete Deployment



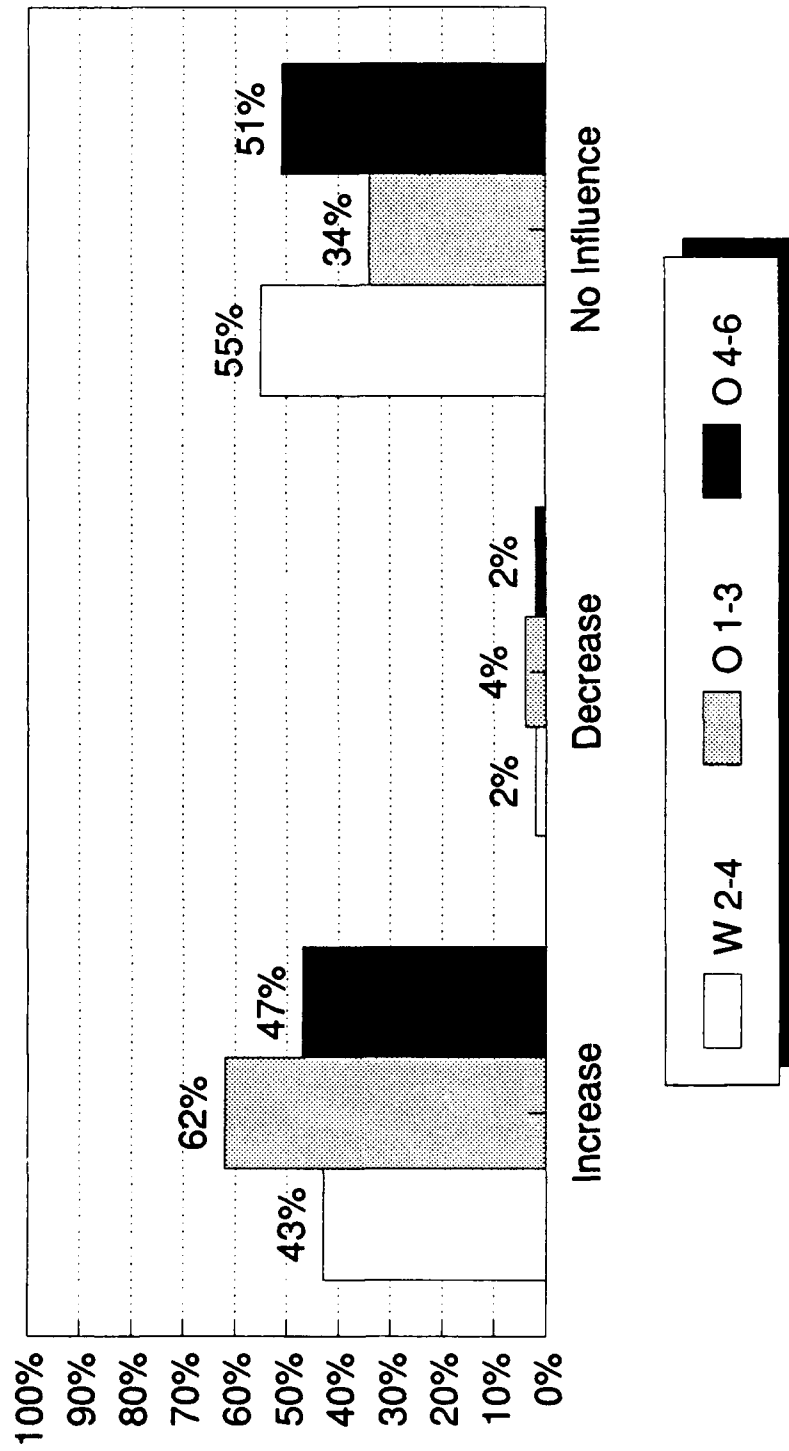
W 2-4, N = 164
O 1-3, N = 2202
O 4-6, N = 1189

(Q31) If You Had To Extend Your PRD To Complete Your Ship's Deployment, Which Of The Following Would You Want To Receive In Return



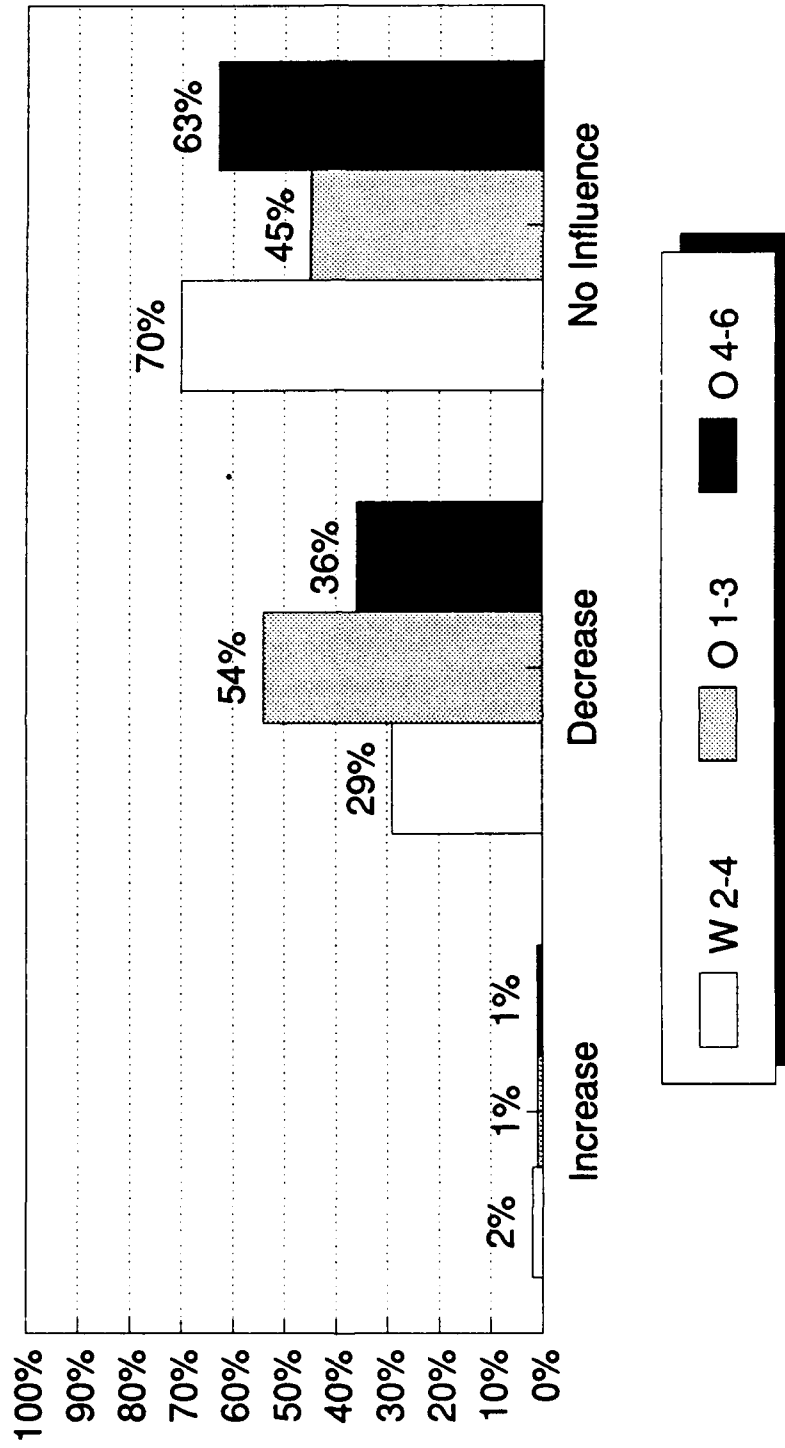
W 2-4, N = 164
O 1-3, N = 2200
O 4-6, N = 1185

(Q32) If You Had To Extend Your PRD, &
Could Get The Bonus Tour Of Your Choice,
How Would It Affect Stay In Navy



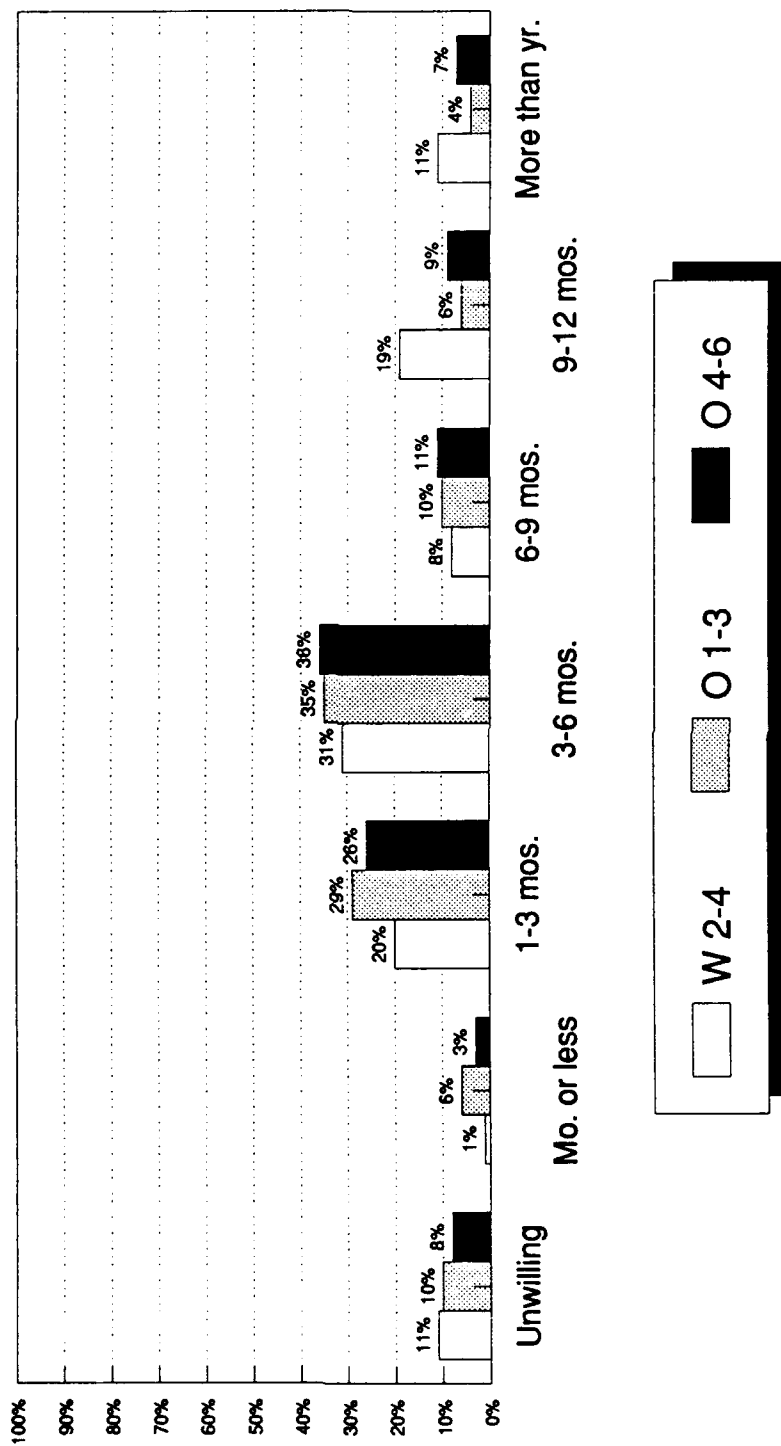
W 2-4, N = 163
O 1-3, N = 2203
O 4-6, N = 1178

(Q33) If You Had To Extend You PRD, & Received No Bonus Or Tour, How Would It Affect Stay In Navy



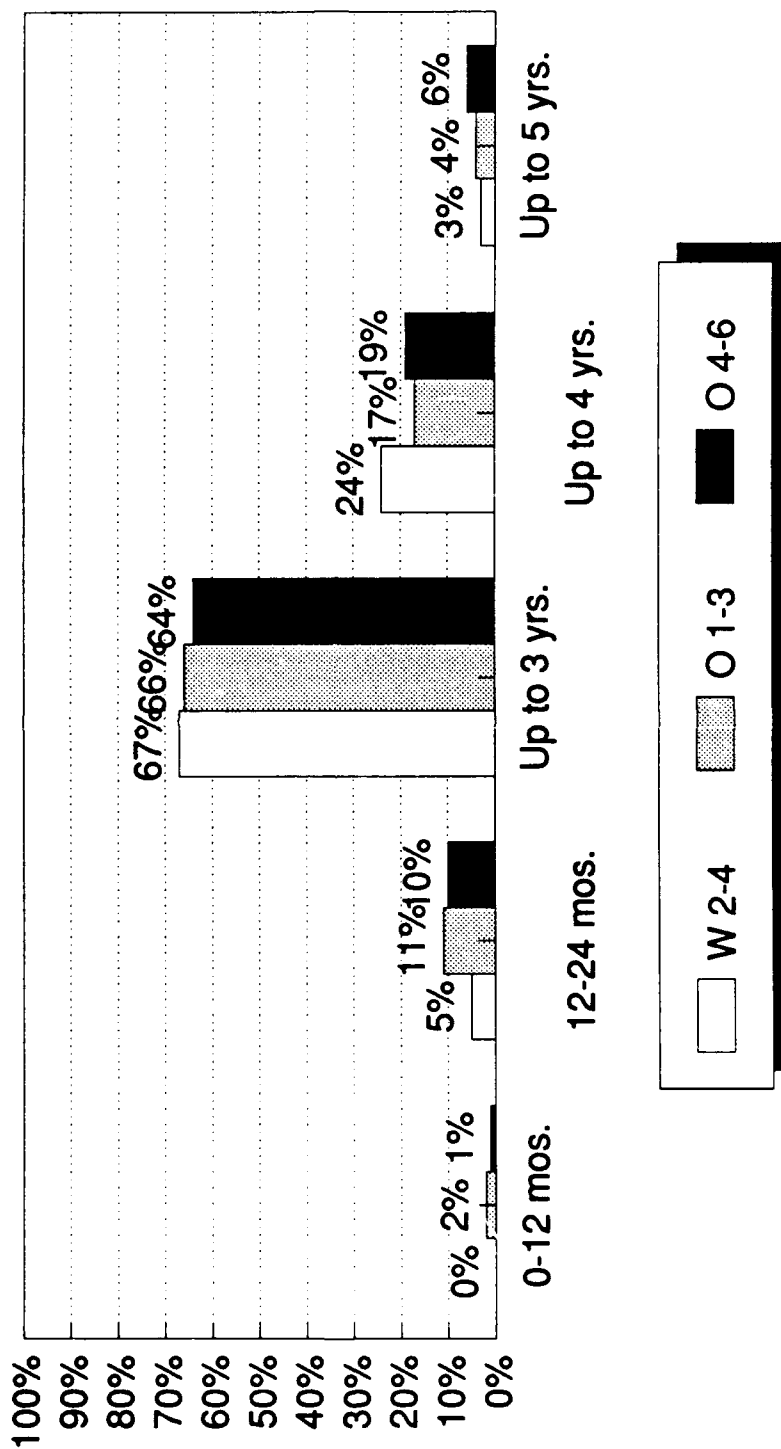
W 2-4, N = 163
O 1-3, N = 2216
O 4-6, N = 1186

(Q34) How Long Would You Be Willing To Extend A Tour At Sea For A Guaranteed Shore Billet At Your Homeport



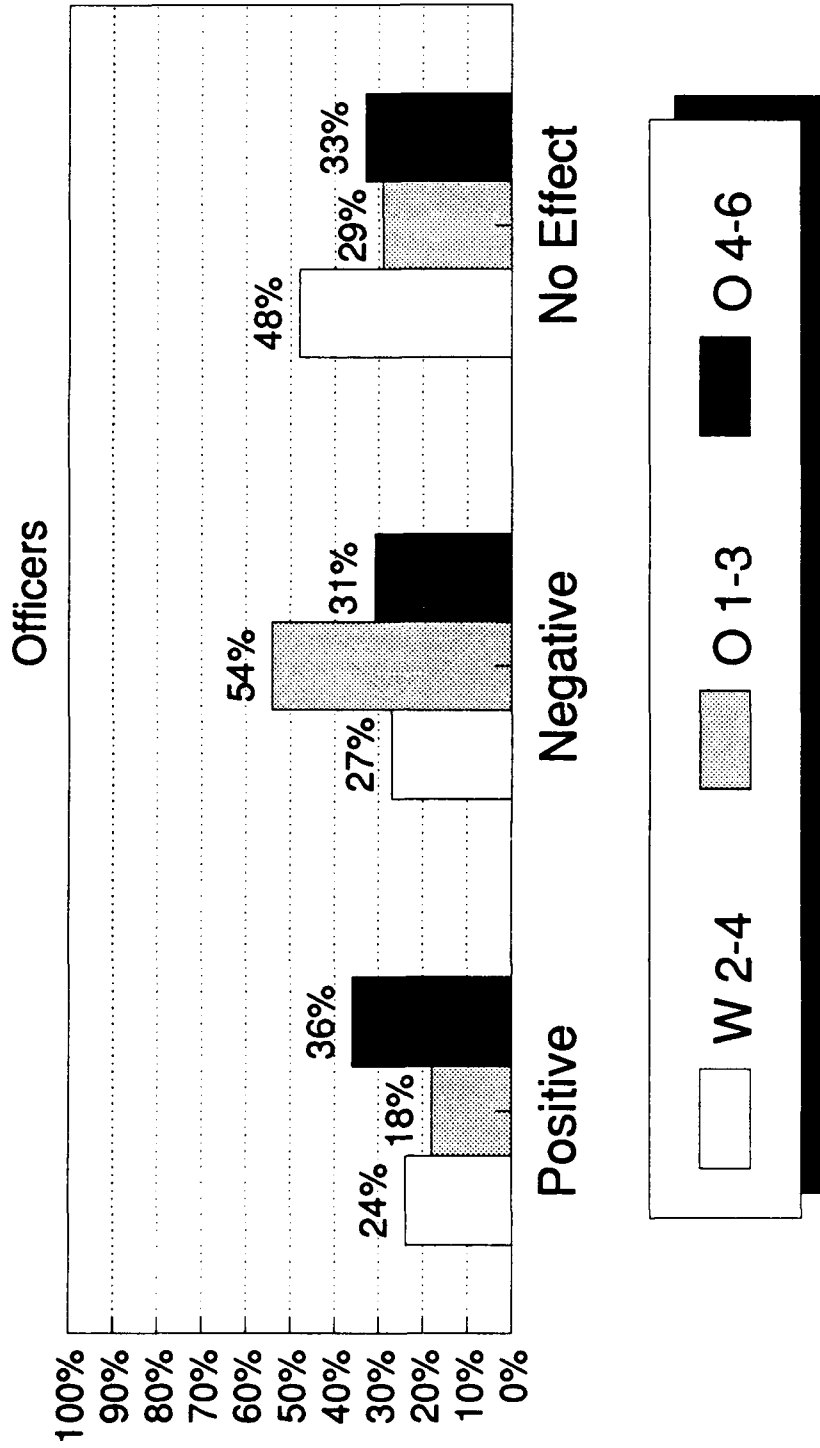
W 2-4, N = 164
O 1-3, N = 2215
O 4-6, N = 1177

(Q35) What Do You Consider To Be The Best Shore Tour Length To Balance Your Navy Career And Your Personal Life



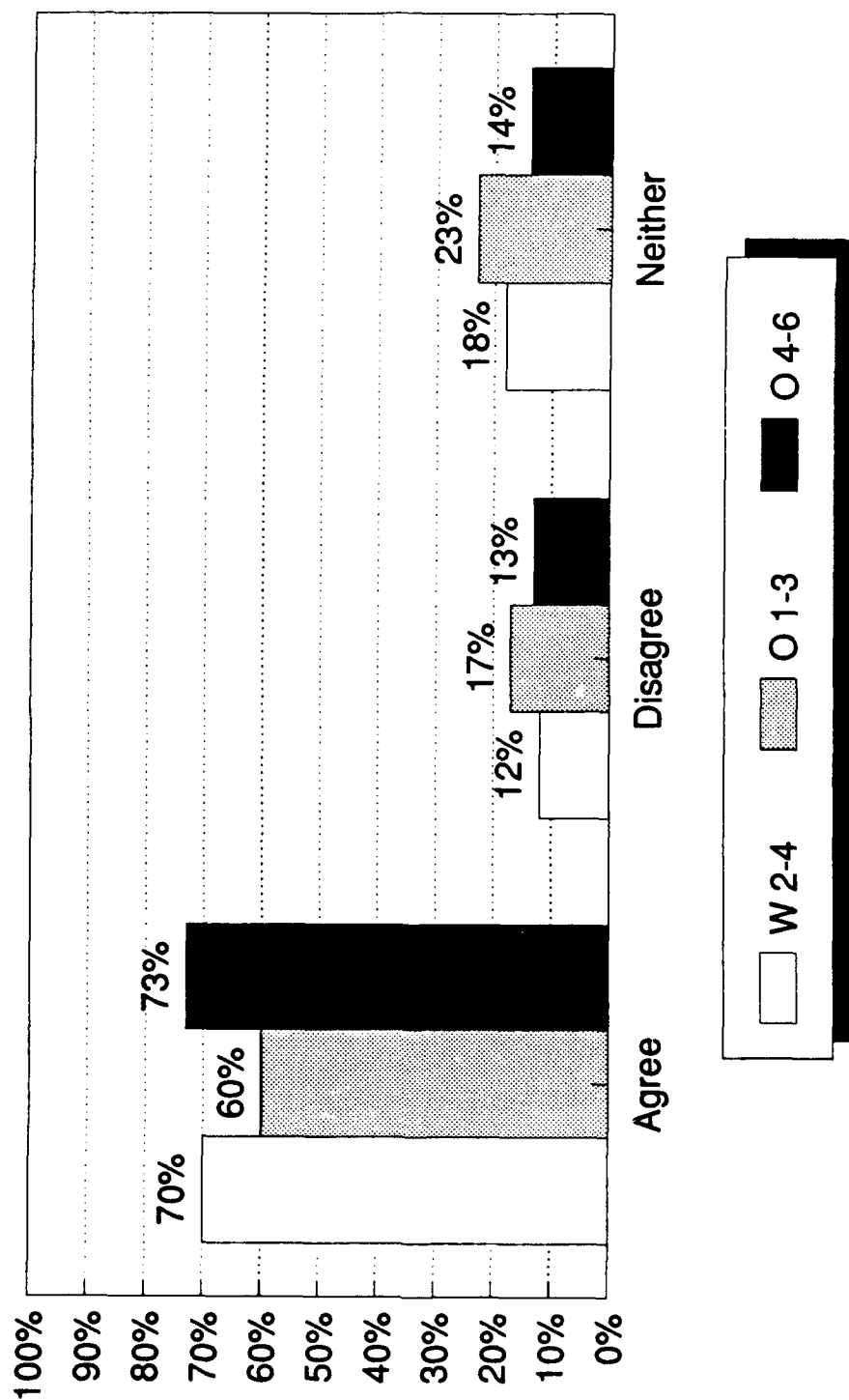
W 2-4, N = 171
O 1-3, N = 2661
O 4-6, N = 1597

(Q36) What Effect Has The Amount Of Sea Duty Had On Your Decision To Make The Navy Your Career



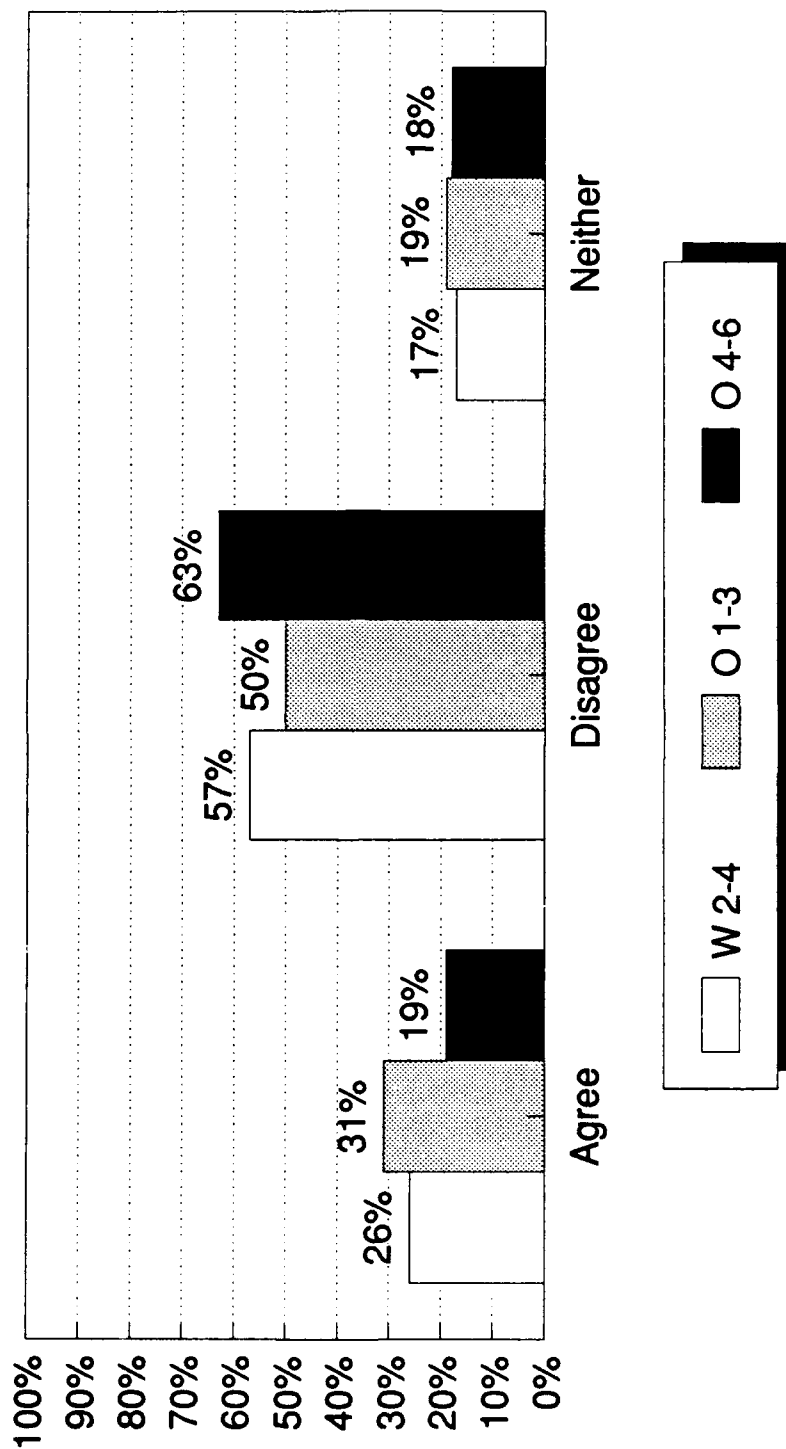
W 2-4, N = 170
O 1-3, N = 2159
O 4-6, N = 1390

(Q37) I Am Satisfied With The Amount Of Sea Duty I Have Had



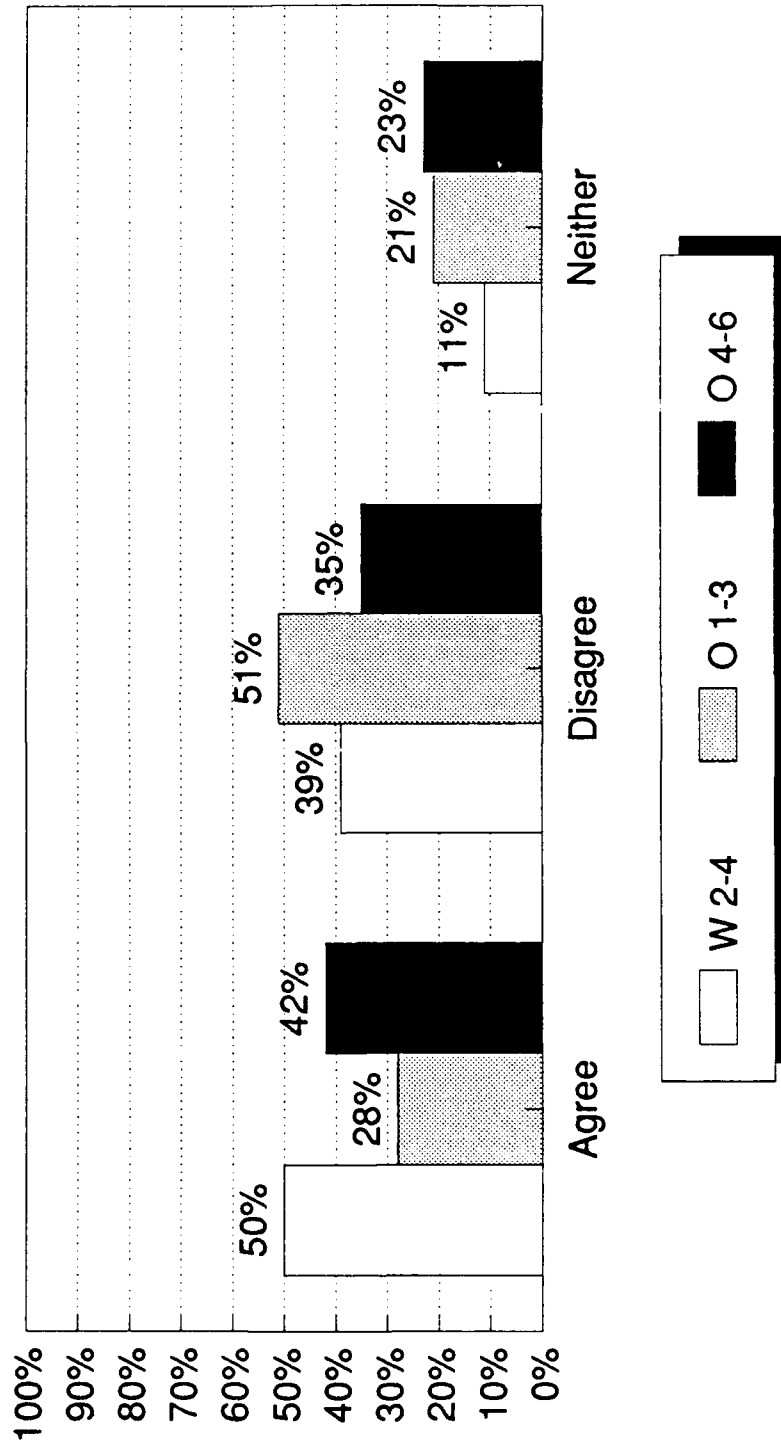
W 2-4, N = 173
O 1-3, N = 2271
O 4-6, N = 1482

(Q38) I Would Prefer To Take General Out-of-Speciality Duty Ashore Instead Of Sea Duty Related To My Warfare Rating



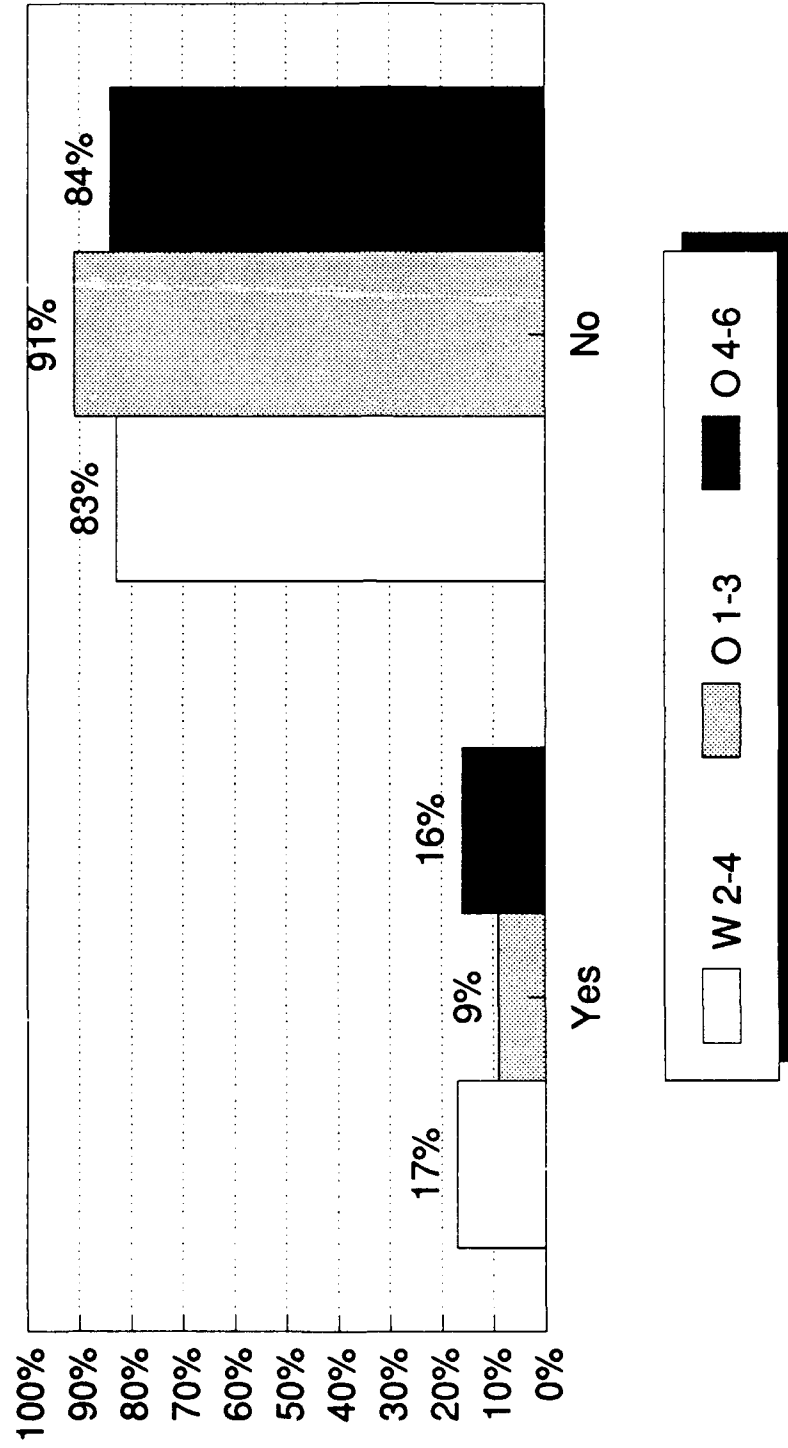
W 2-4, N = 161
O 1-3, N = 2221
O 4-6, N = 1213

(Q39) I Would Be Willing To Volunteer For A Follow-On Sea Duty Assignment To Stay In The Same Geographical Location



W 2-4, N = 169
O 1-3, N = 2384
O 4-6, N = 1328

(Q40) In The Past, Have You Ever Made A CONUS PCS Move Without Taking Your Family (Permanently Unaccompanied)

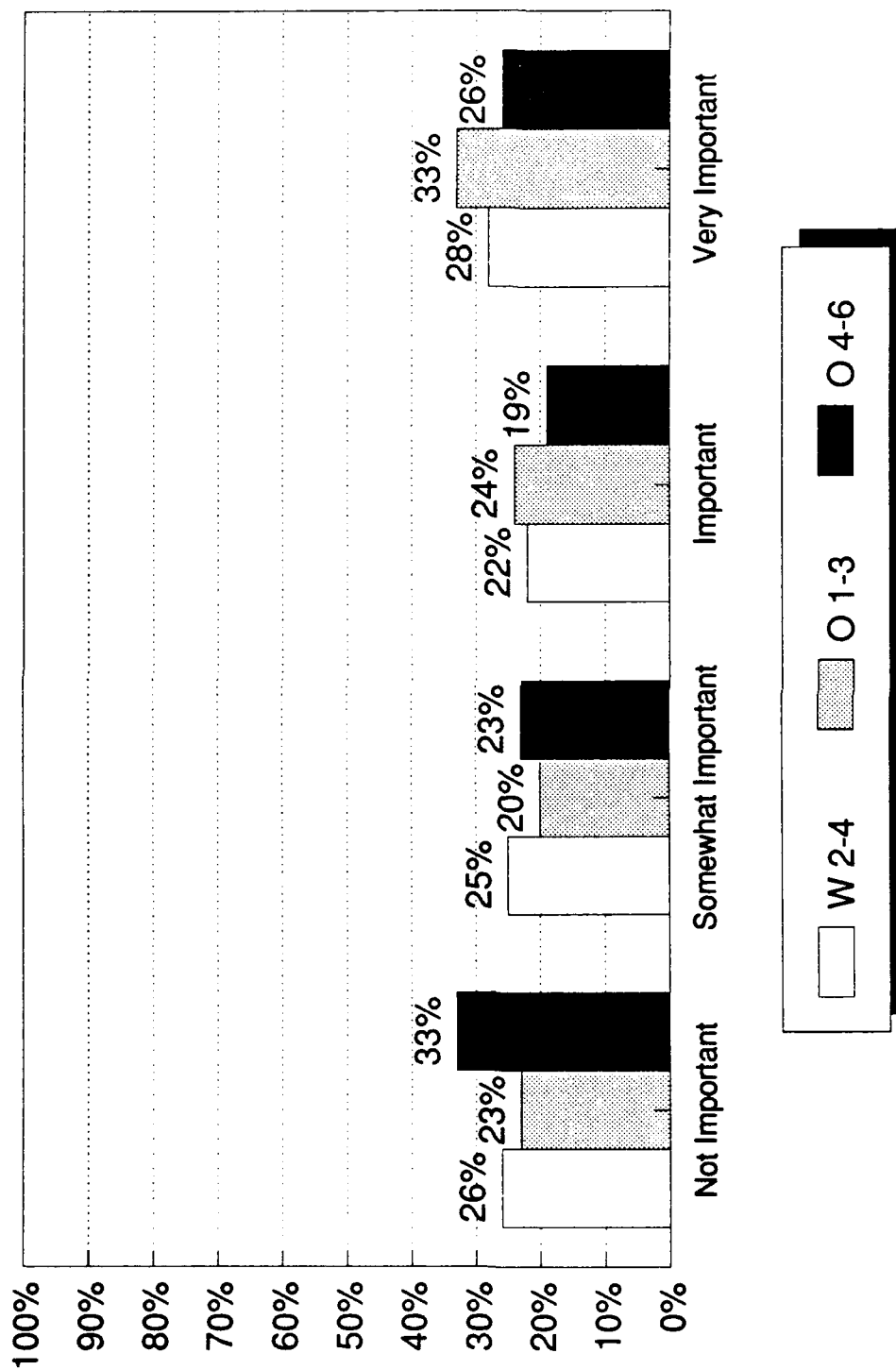


W 2-4, N = 167
O 1-3, N = 1772
O 4-6, N = 1545

(Q41) When You Decide Whether To Transfer With Or Without Your Family, How Important Is:

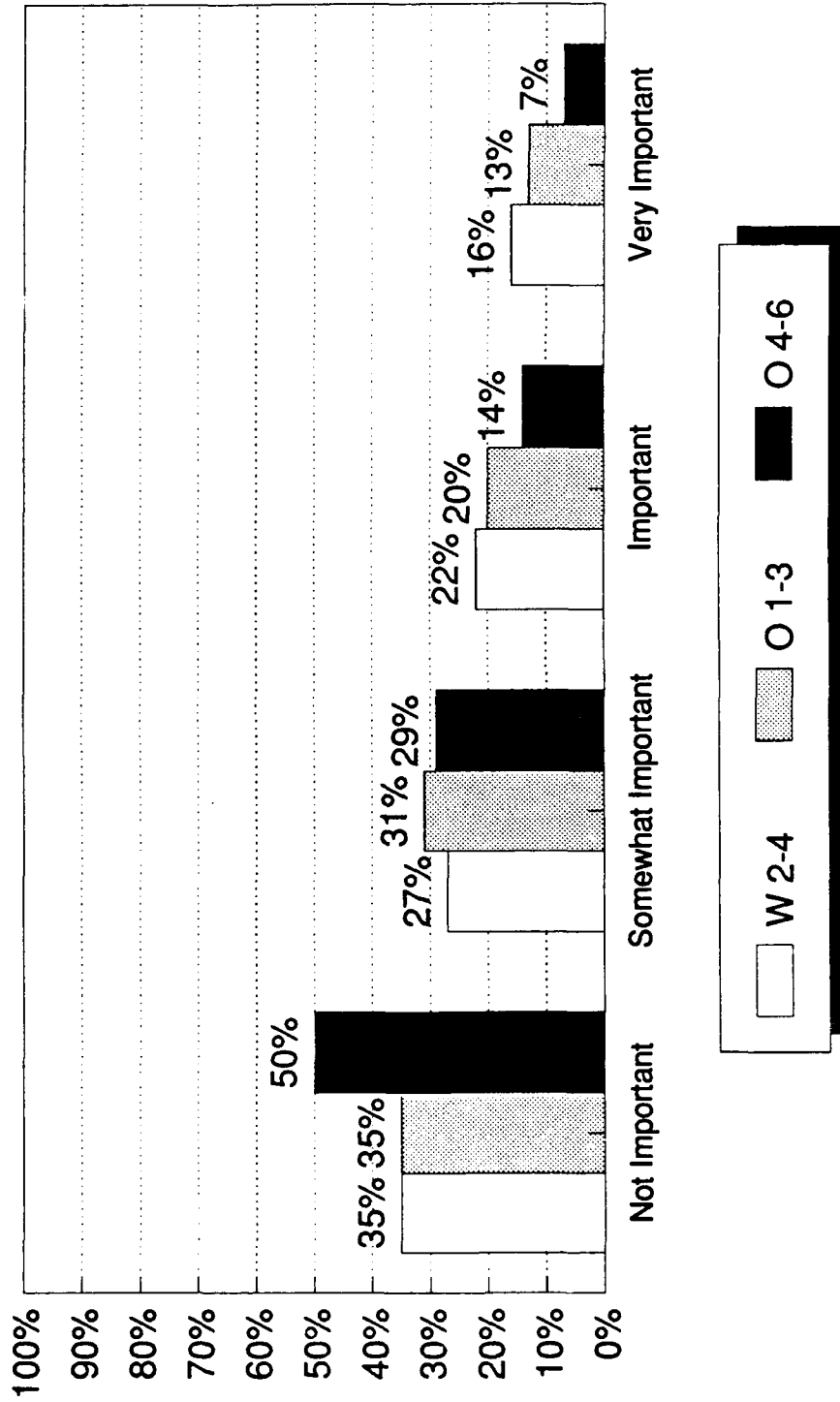
- a) Spouse Employment
- b) Availability Of Military Family Housing
- c) Availability/Cost Of Civilian Housing
- d) Children's Schools
- e) Ties To The Community
- f) Costs Associated With Moving
- g) Work Schedule Of Member
- h) Availability Of Health Care And Education Services For
Special Needs
- i) Availability Of Activities/Facilities For Family Members/
Child Care
- j) Adequate Time To Make Moving Arrangements
- k) Length Of New Duty Assignment

a) Spouse Employment



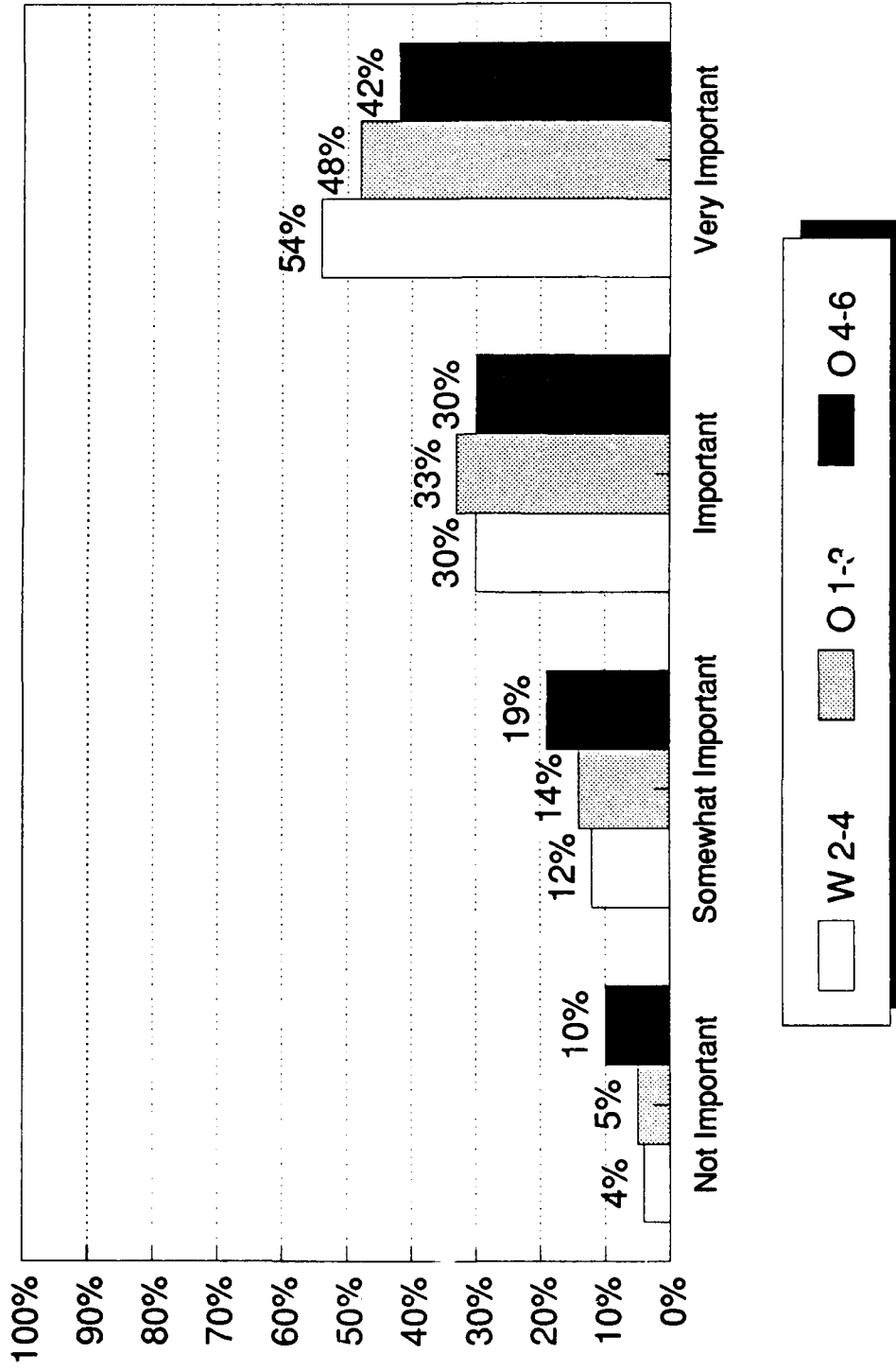
W 2-4, N = 167
 O 1-3, N = 1755
 O 4-6, N = 1534

b) Availability Of Military Family Housing



W 2-4, N = 167
 O 1-3, N = 1764
 O 4-6, N = 1533

c) Availability/Cost Of Civilian Housing

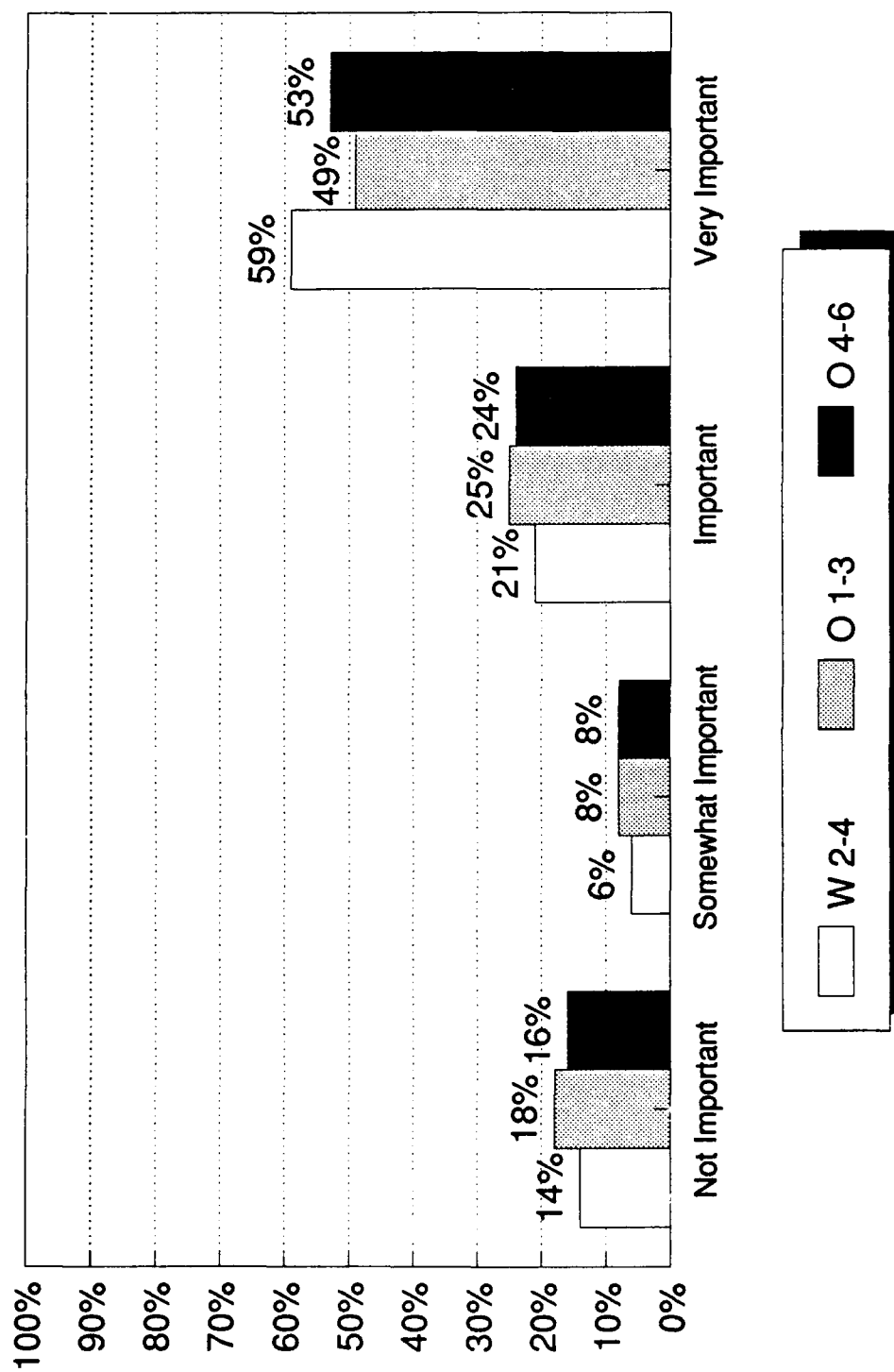


W 2-4, N = 167

O 1-3, N = 1764

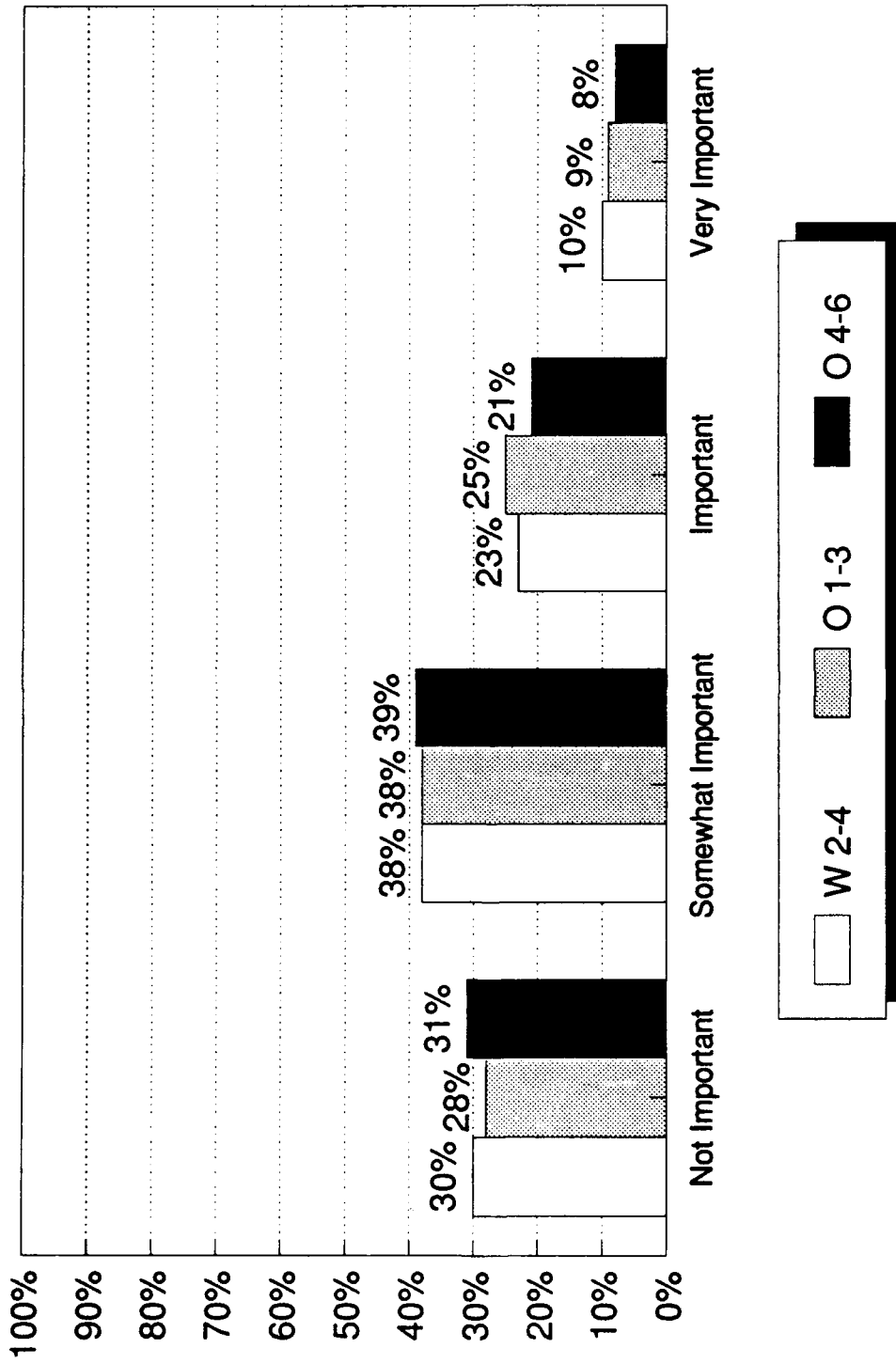
O 4-6, N = 1537

d) Children's Schools



W 2-4, N = 166
 O 1-3, N = 1755
 O 4-6, N = 1534

e) Ties To The Community

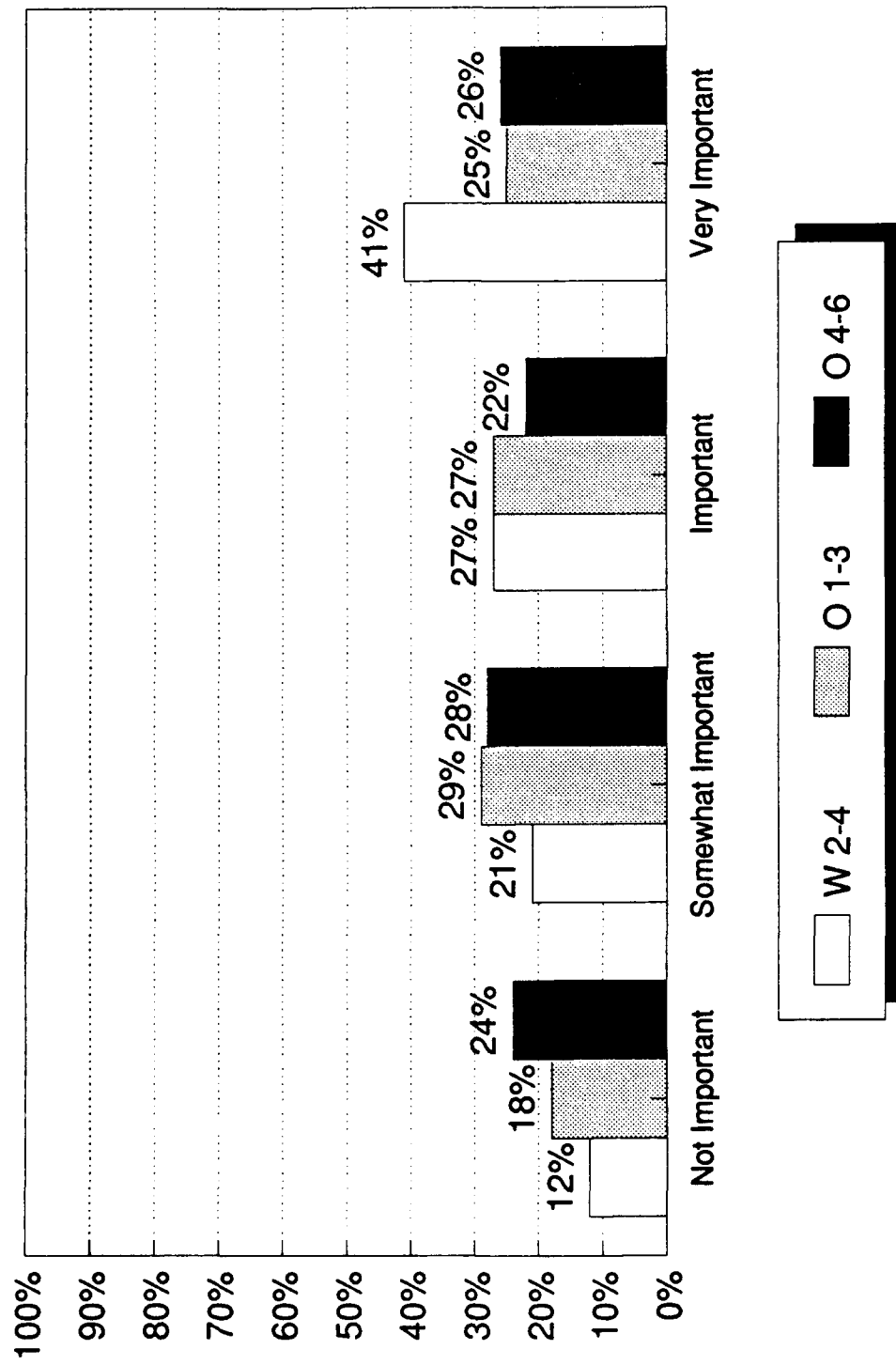


W 2-4, N = 167

O 1-3, N = 1763

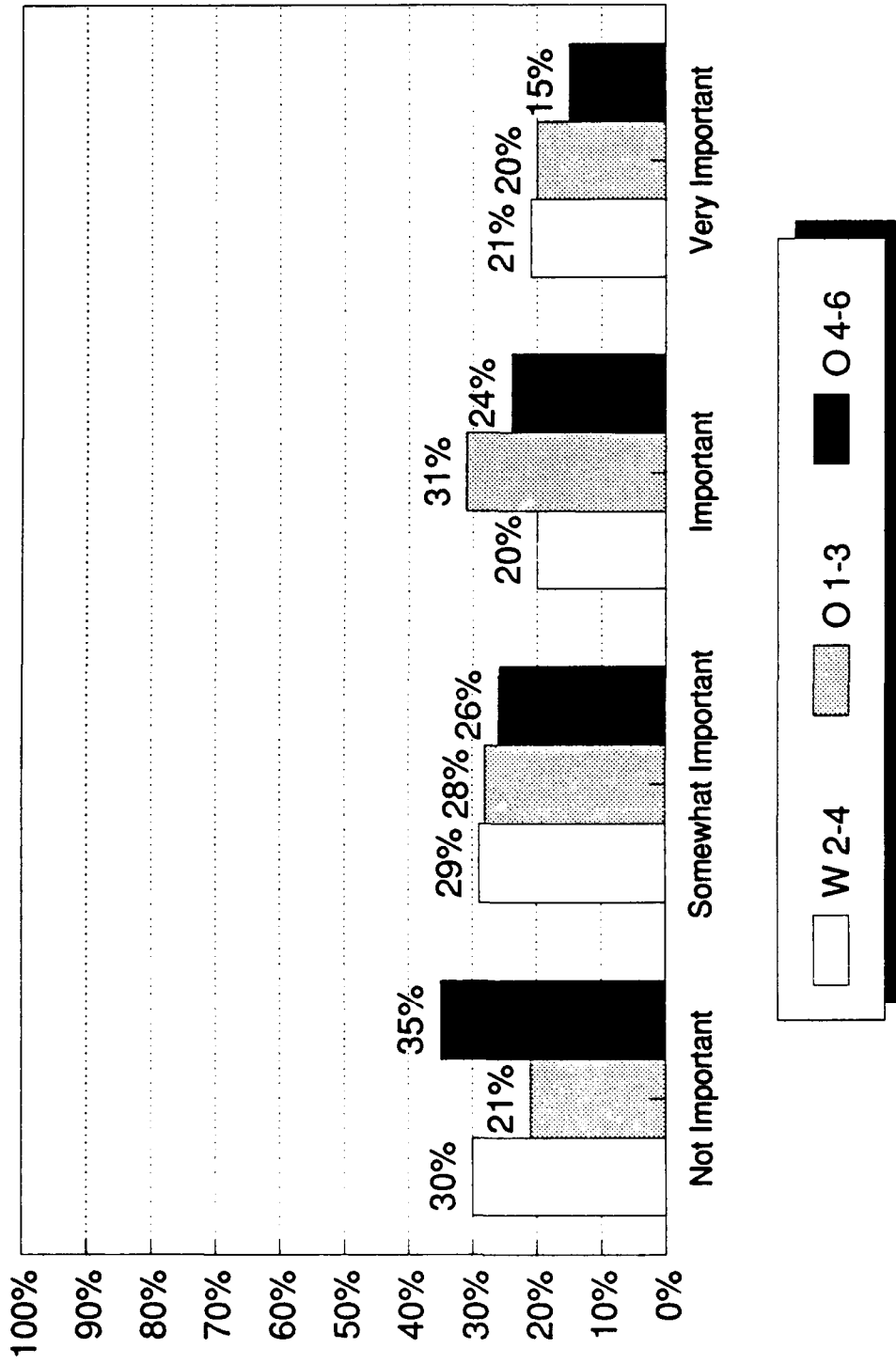
O 4-6, N = 1536

f) Costs Associated With Moving



W 2-4, N = 167
 O 1-3, N = 1760
 O 4-6, N = 1536

g) Work Schedule Of Member

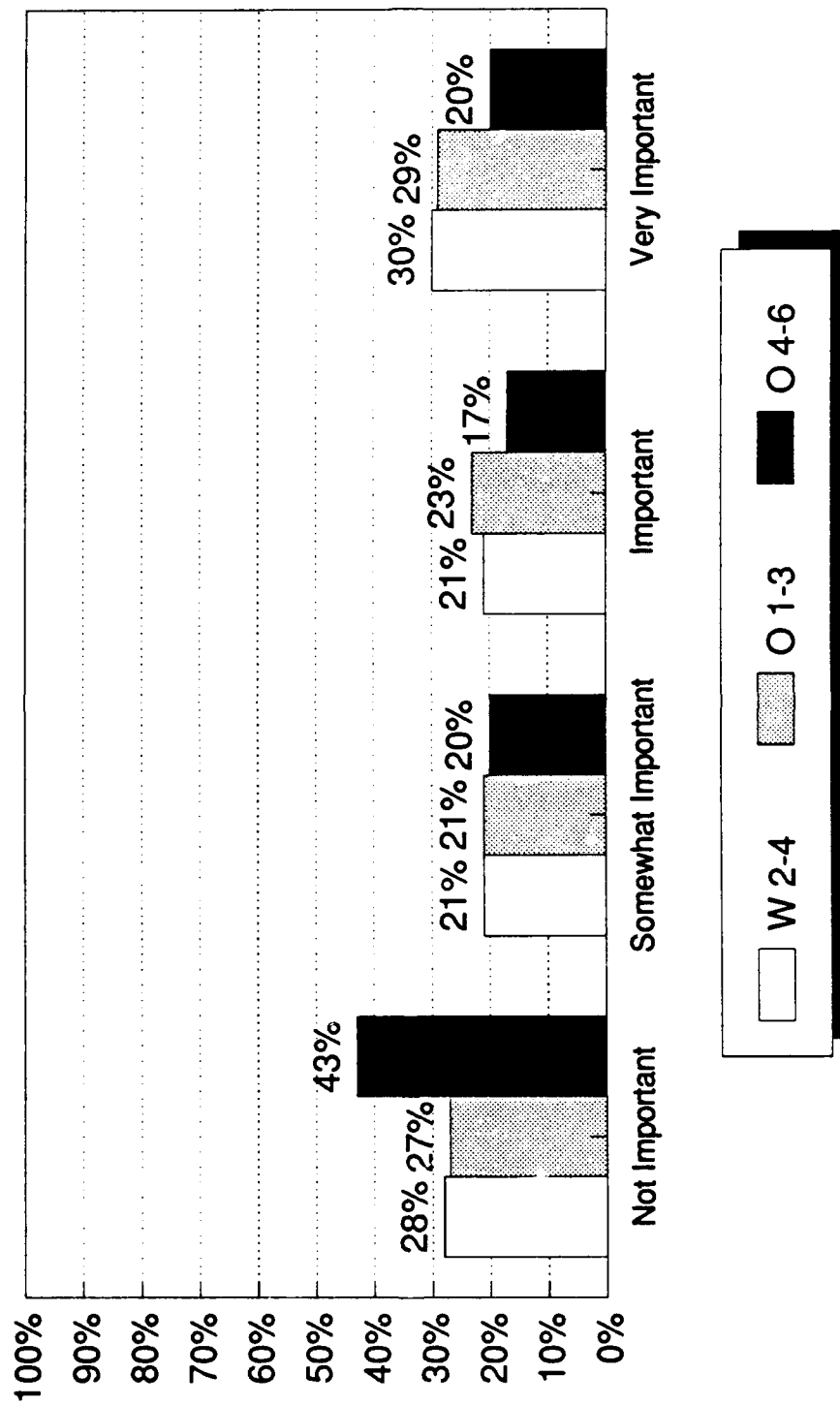


W 2-4, N = 167

O 1-3, N = 1758

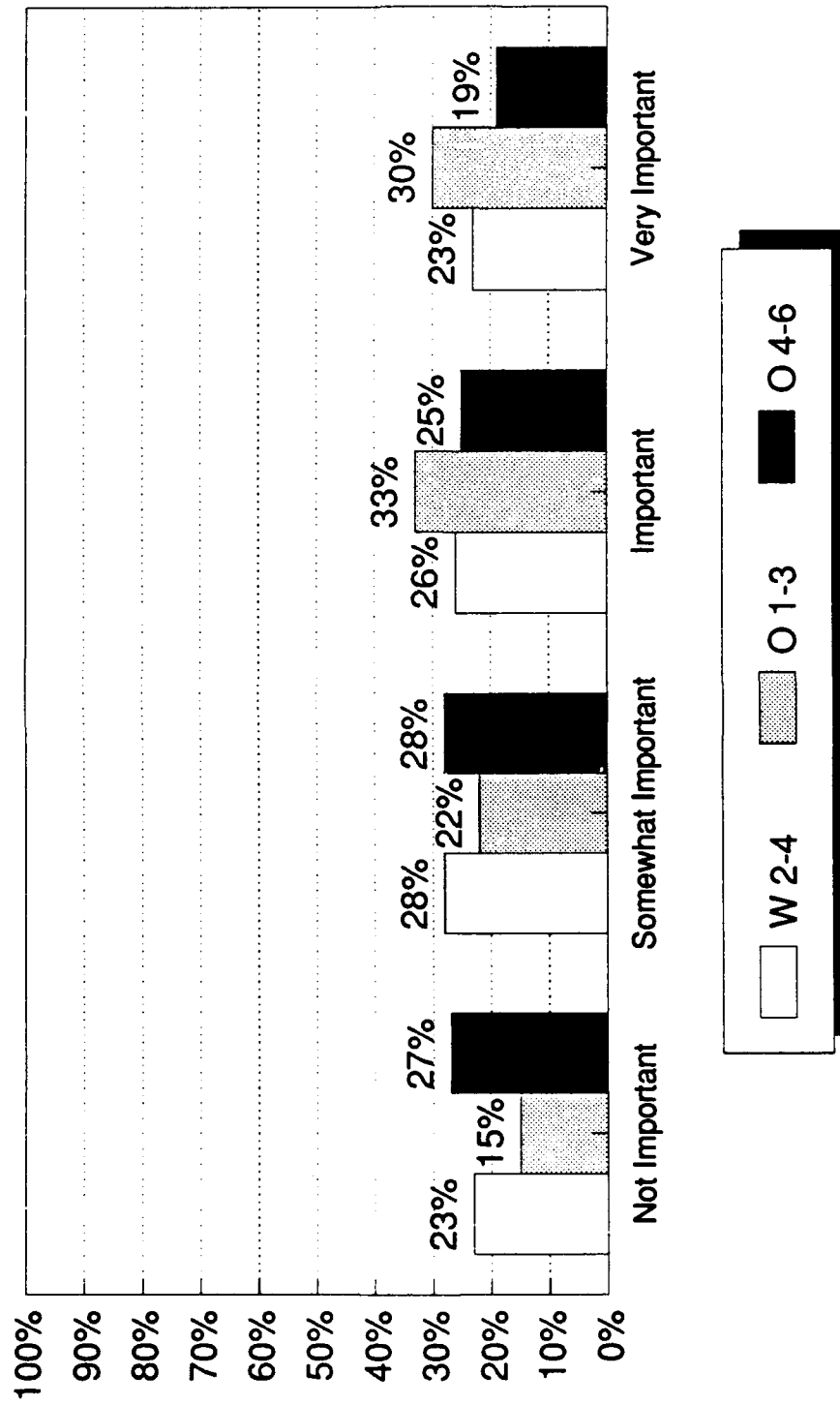
O 4-6, N = 1536

h) Availability Of Health Care And Education Services For Special Needs



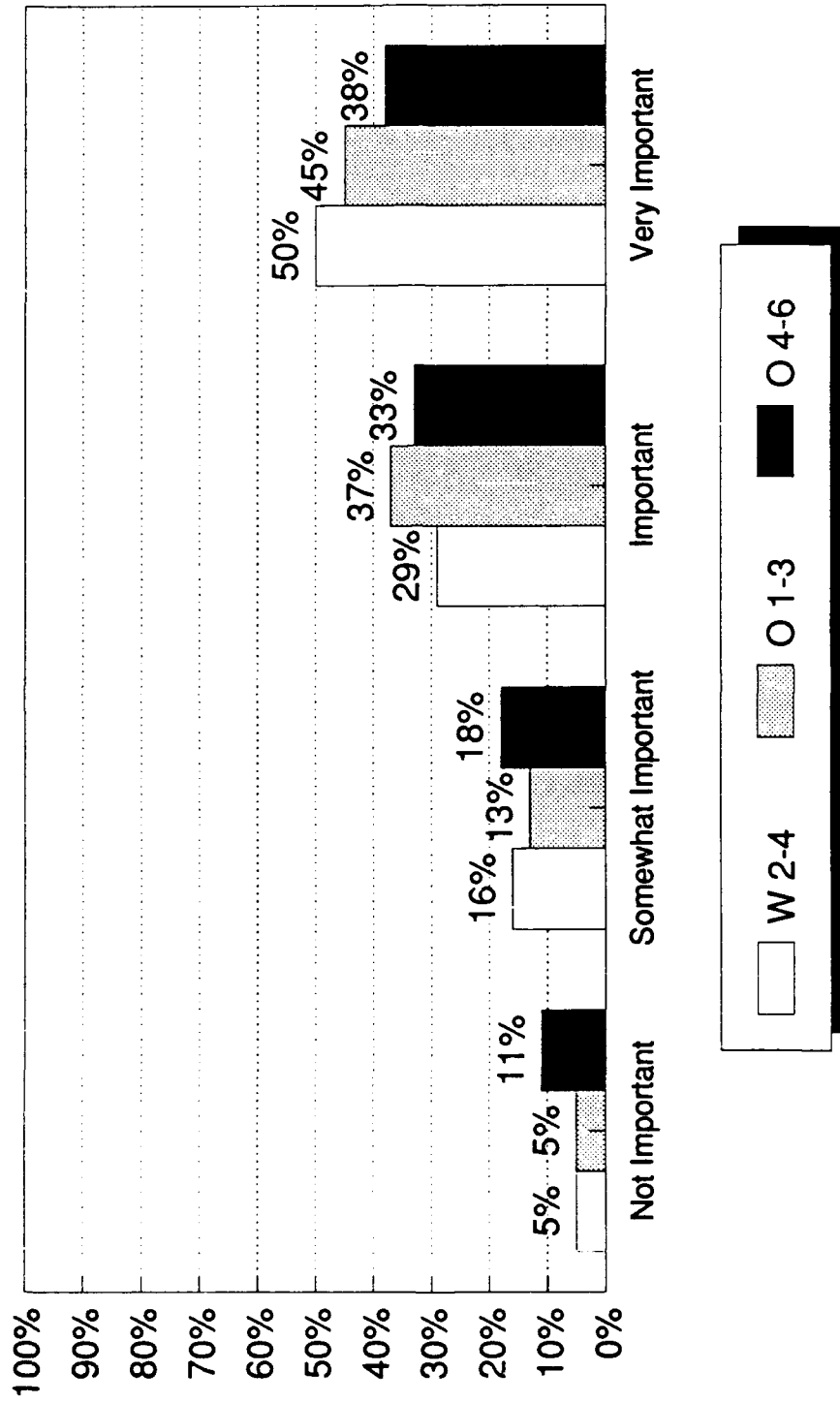
W 2-4, N = 167
O 1-3, N = 1756
O 4-6, N = 1533

i) Availability Of Activities/Facilities For Family Members/Child Care



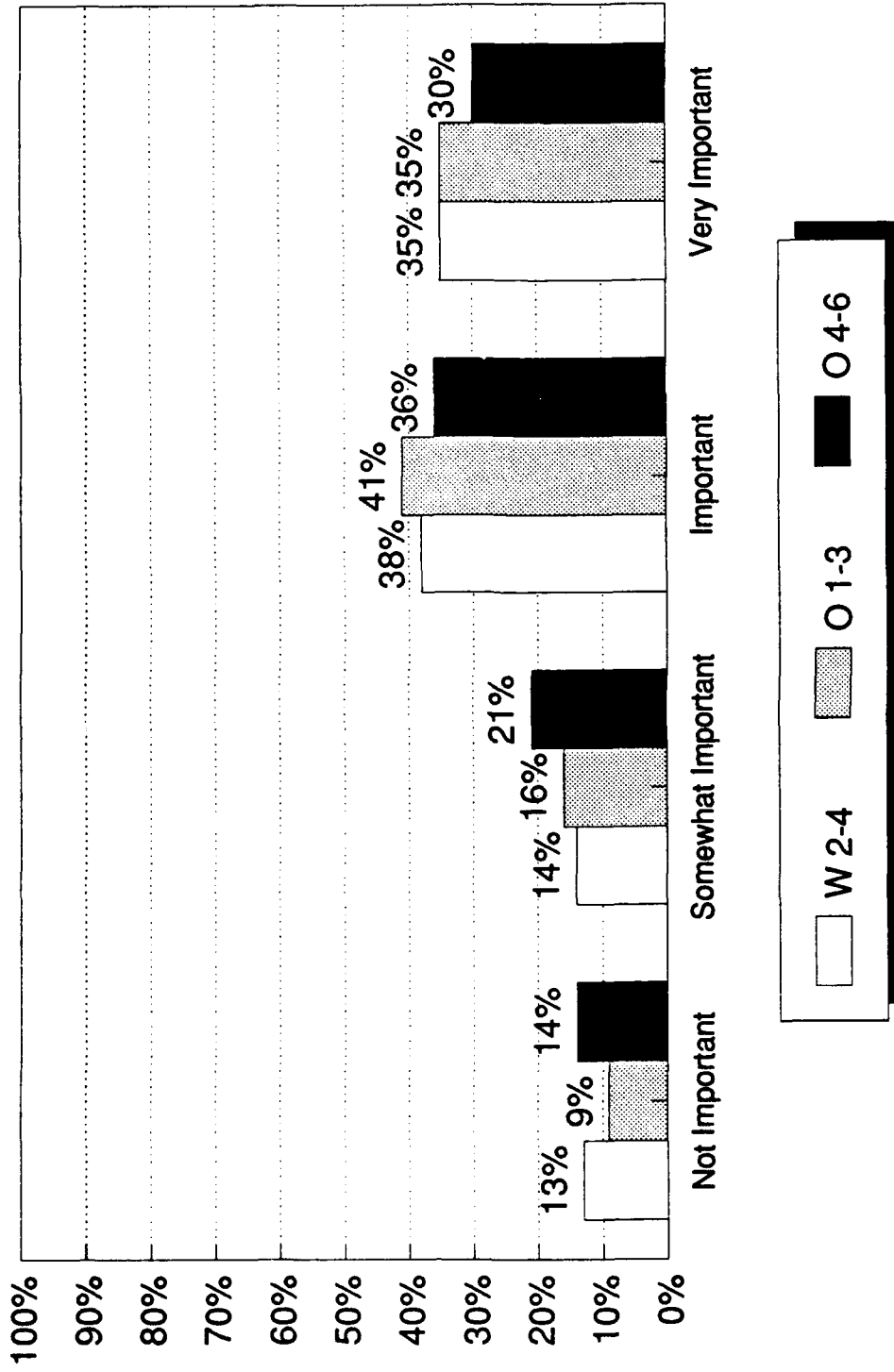
W 2-4, N = 167
O 1-3, N = 1760
O 4-6, N = 1535

j) Adequate Time To Make Moving Arrangements



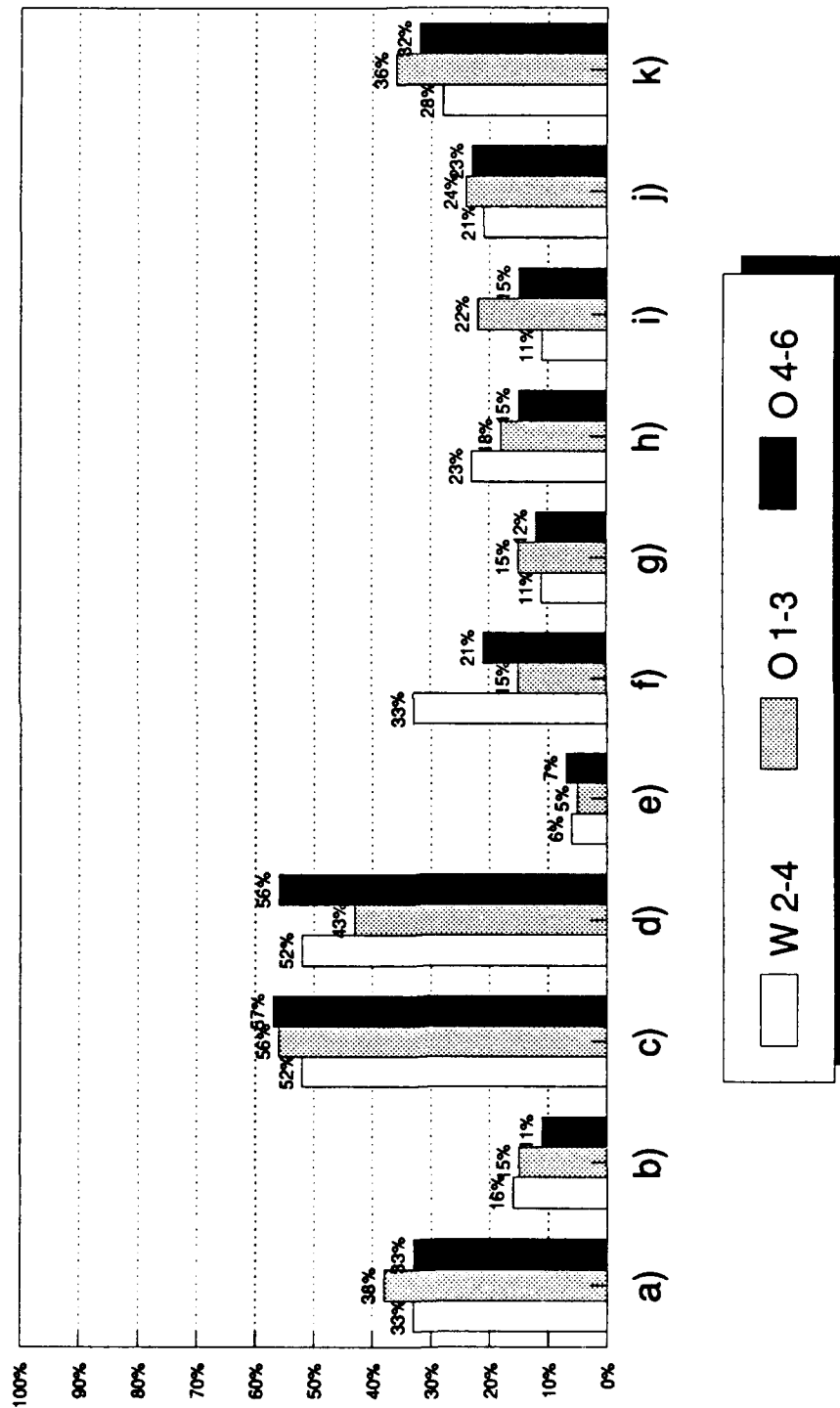
W 2-4, N = 167
 O 1-3, N = 1761
 O 4-6, N = 1536

k) Length Of New Duty Assignment



W 2-4, N = 167
 O 1-3, N = 1762
 O 4-6, N = 1537

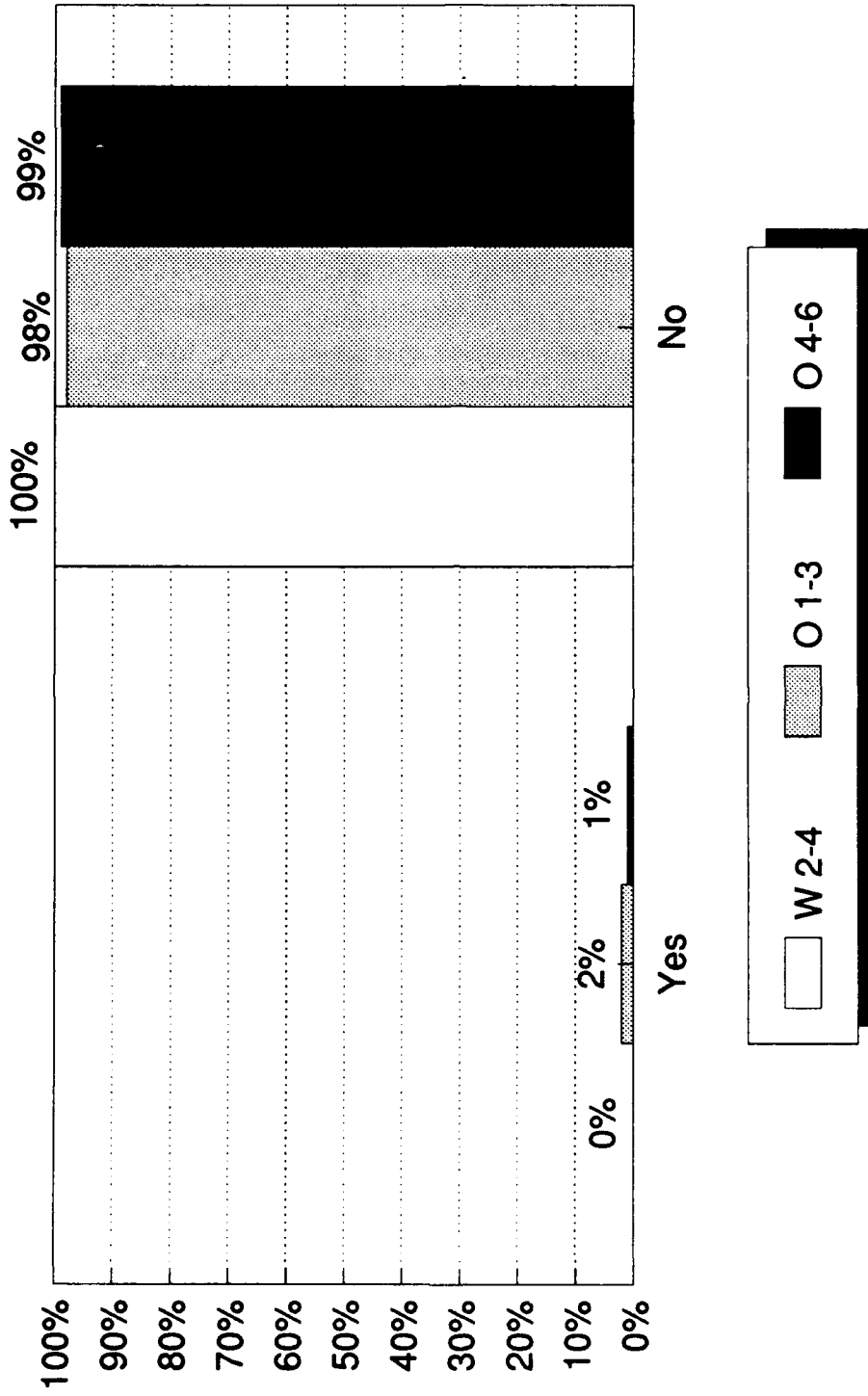
(Q42) Circle Up To 3 From Q41 That Were Most Important In Your Decision*



W 2-4, N = 165
O 1-3, N = 1739
O 4-6, N = 1499

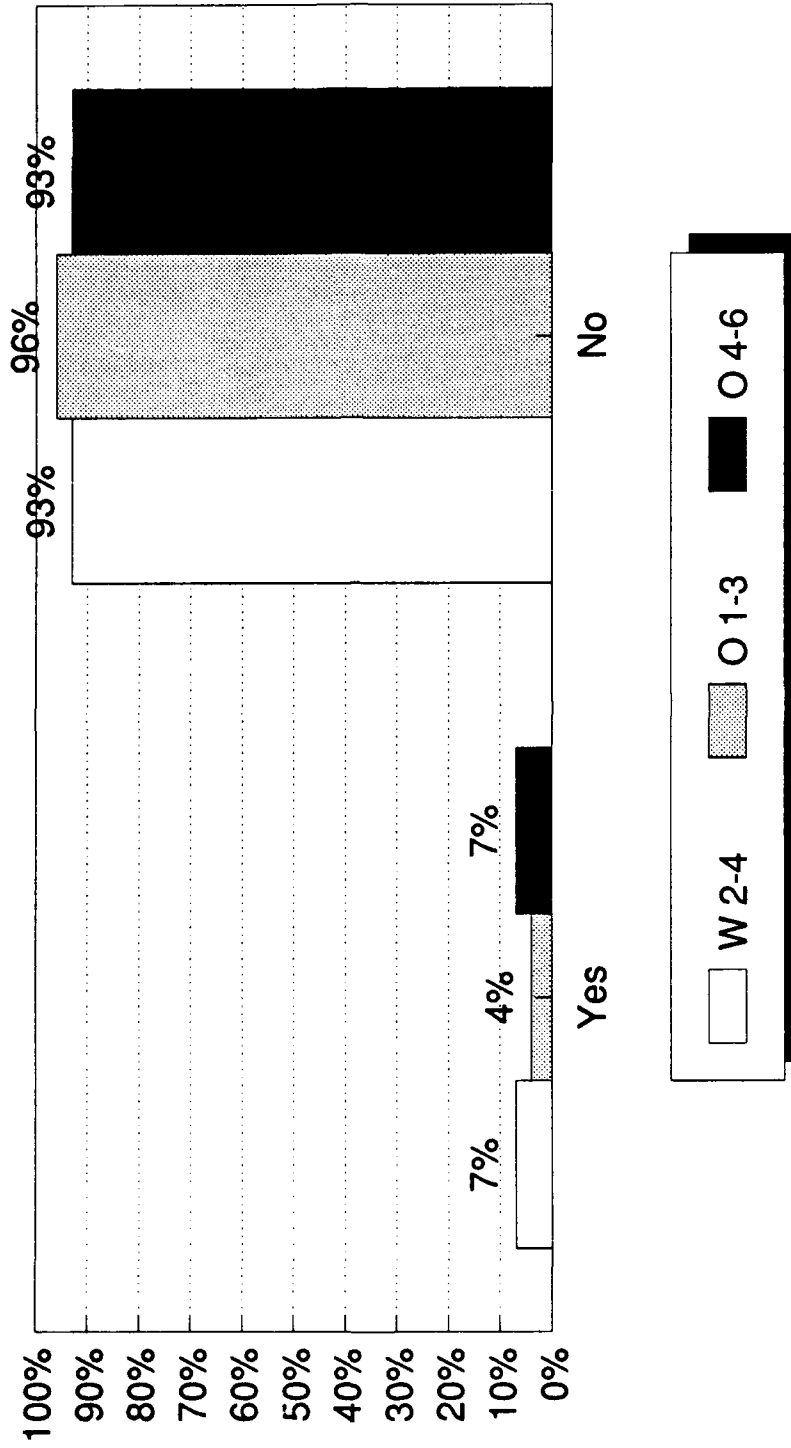
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

(Q43) Are You Currently Serving In Recruiting Duty



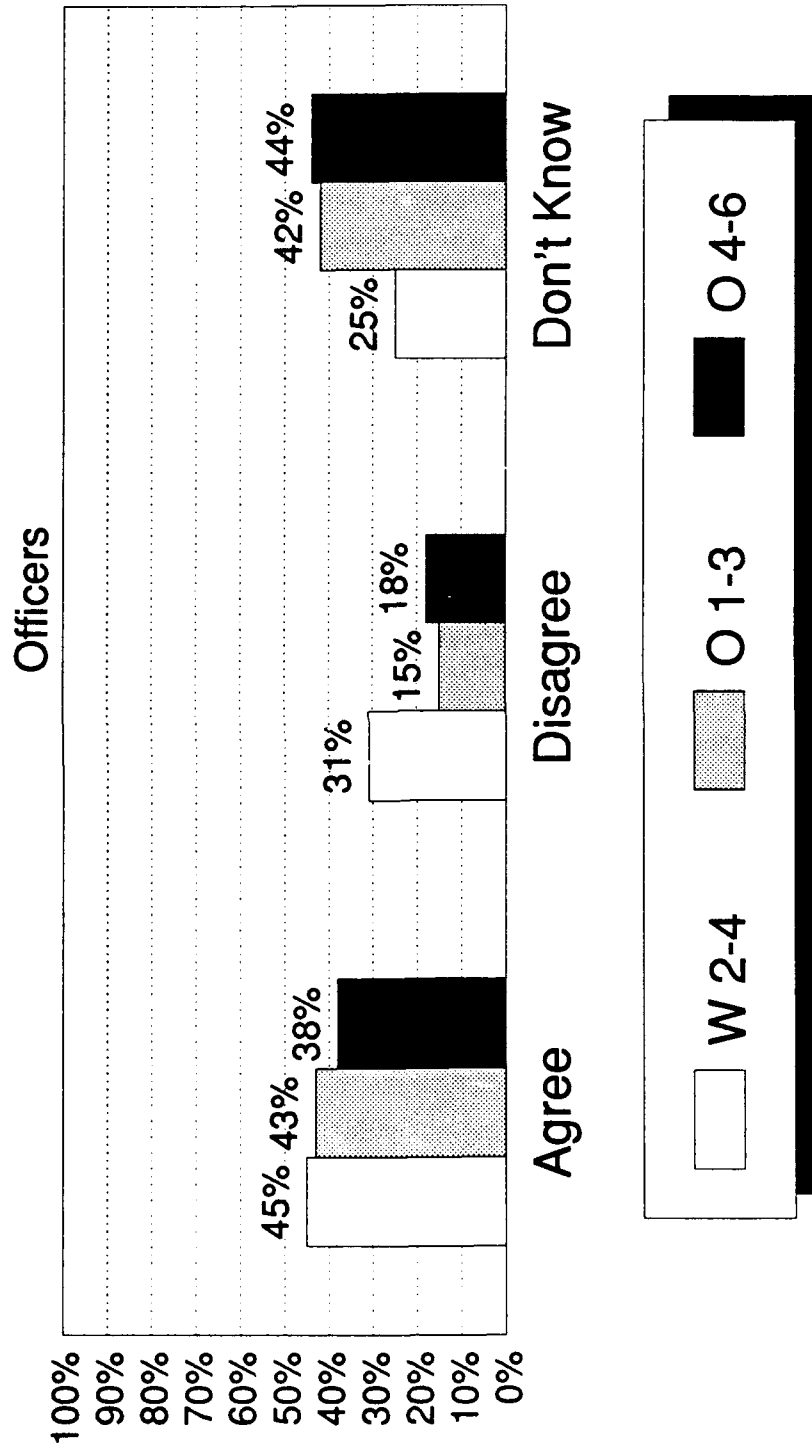
W 2-4, N = 180
 O 1-3, N = 2905
 O 4-6, N = 1740

(Q44) Before Your Current Assignment, Have You Ever Served A Tour Of Duty In Recruiting



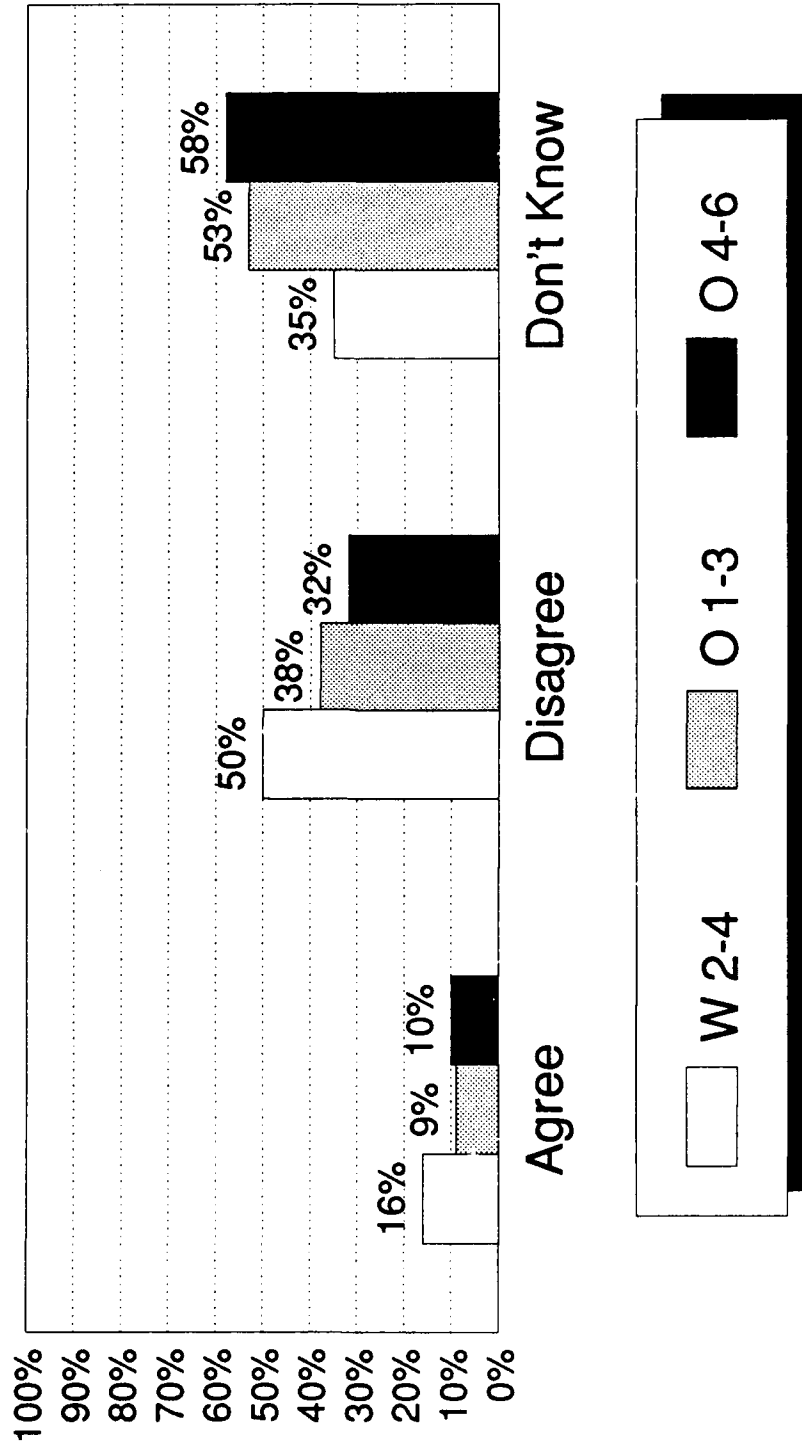
W 2-4, N = 178
O 1-3, N = 2894
O 4-6, N = 1736

(Q45) I Think That Recruiters Are Assigned To Geographical Locations Of Their Choice



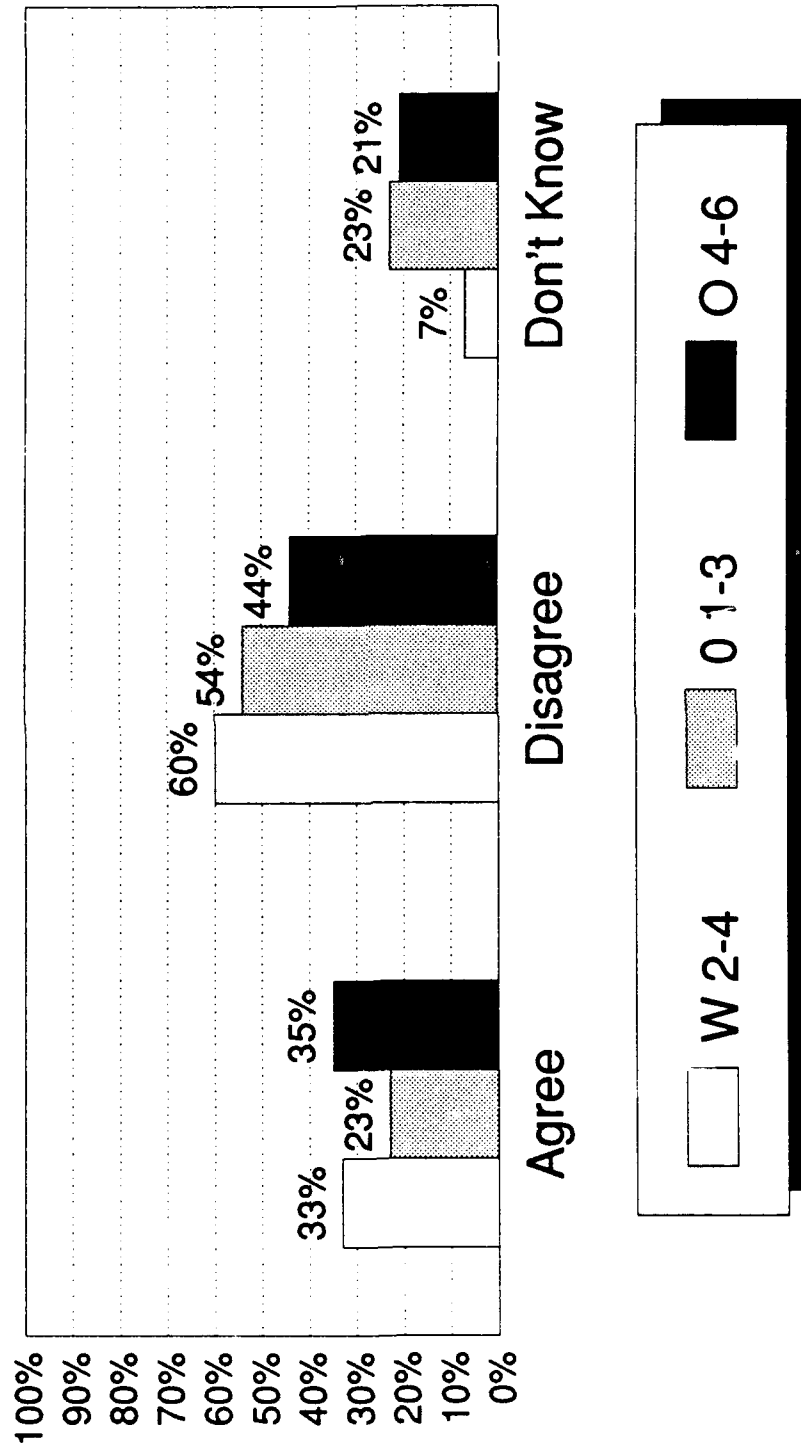
W 2-4, N = 180
O 1-3, N = 2892
O 4-6, N = 1736

(Q46) I Think That Recruiters Get Some Sea Duty Credit For Their Time Ashore Officers



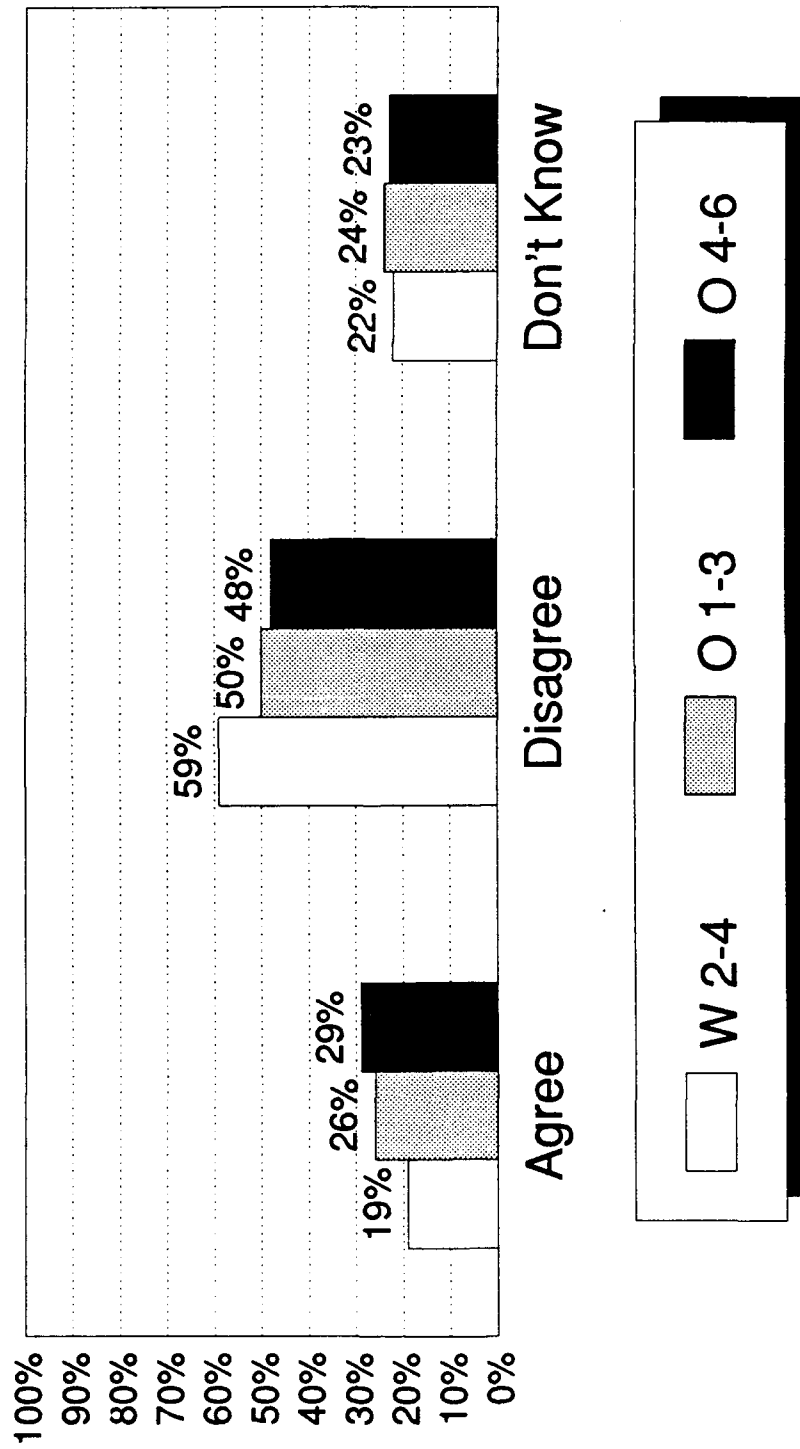
W 2-4, N = 180
O 1-3, N = 2894
O 4-6, N = 1735

(Q47) I Think That Only The Best People Are Selected For Recruiting Duty Officers



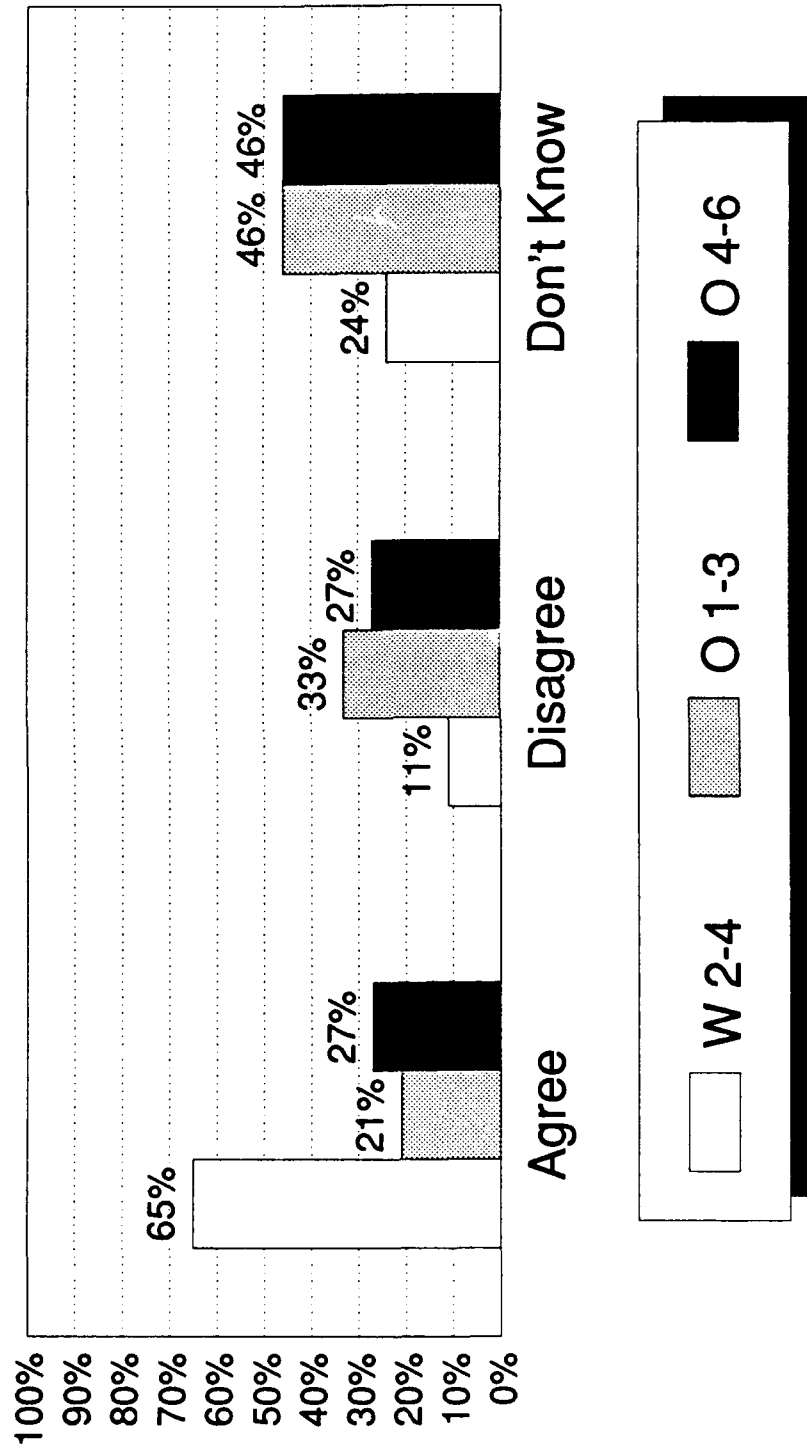
W 2-4, N = 180
O 1-3, N = 2893
O 4-6, N = 1736

(Q48) I Think That Recruiter Duty Is Good Duty Officers



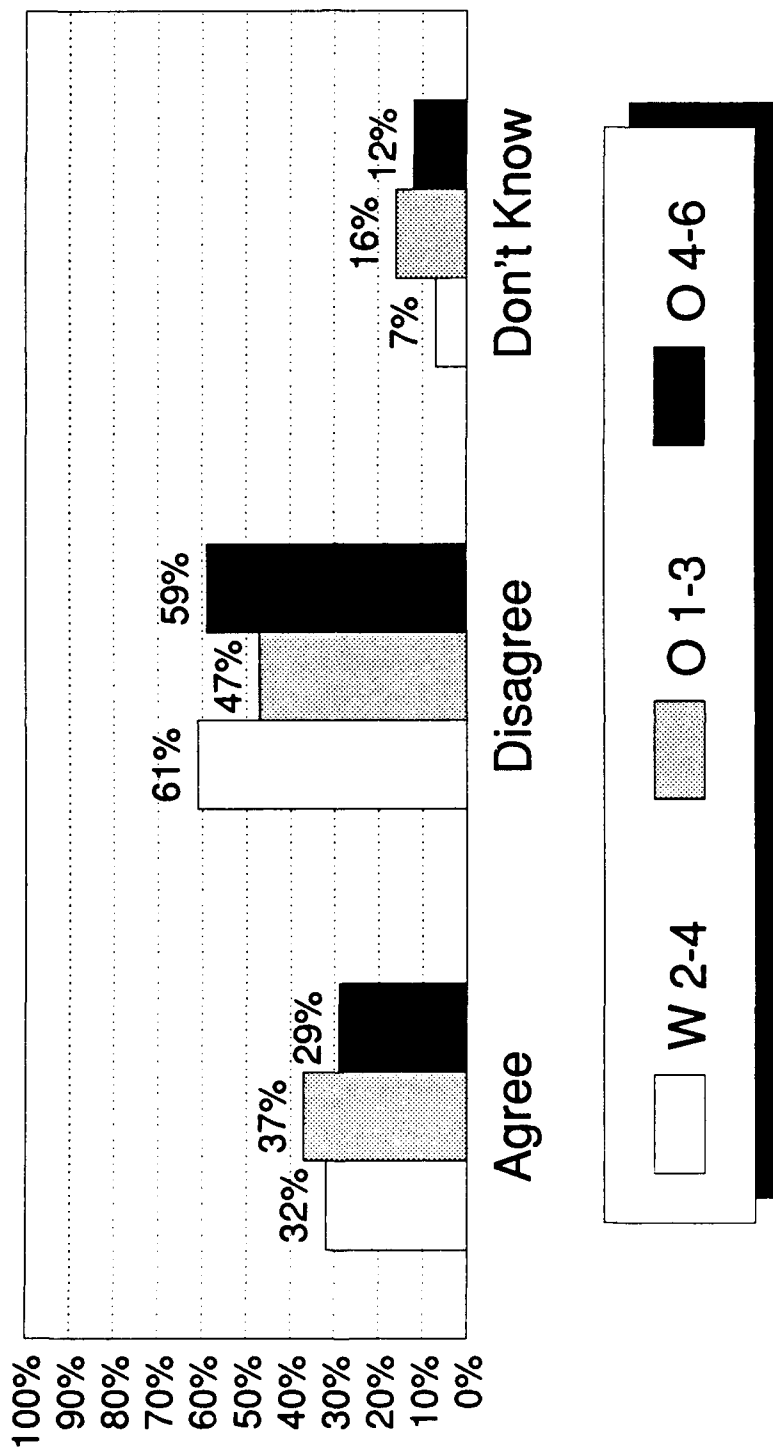
W 2-4, N = 178
O 1-3, N = 2880
O 4-6, N = 1725

(Q49) I Think That Recruiters Get Extra Pay Officers



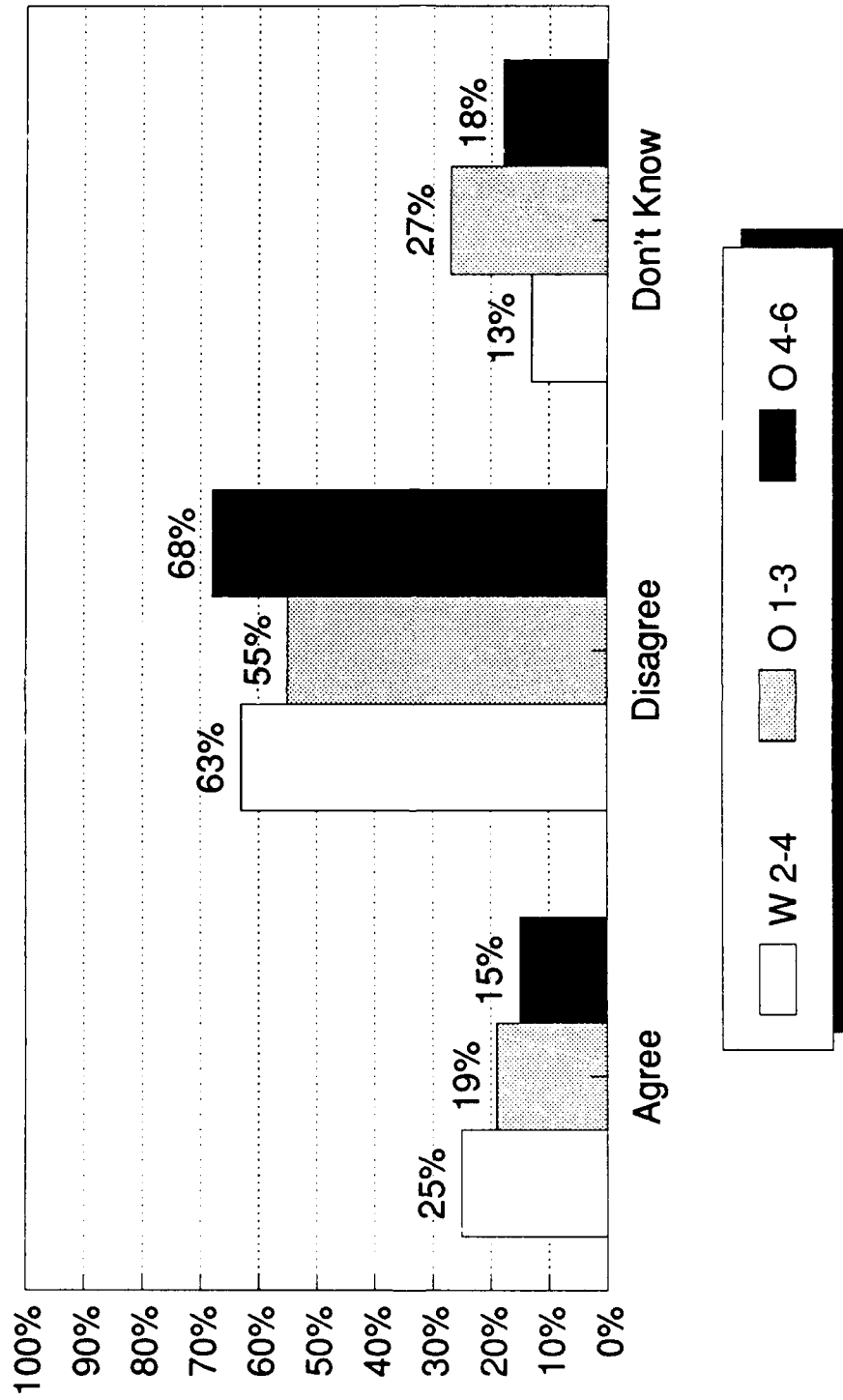
W 2-4, N = 181
O 1-3, N = 2879
O 4-6, N = 1728

(Q50) I Would Volunteer For Recruiting Duty If I Could Be Guaranteed The Duty Station Of My Choice



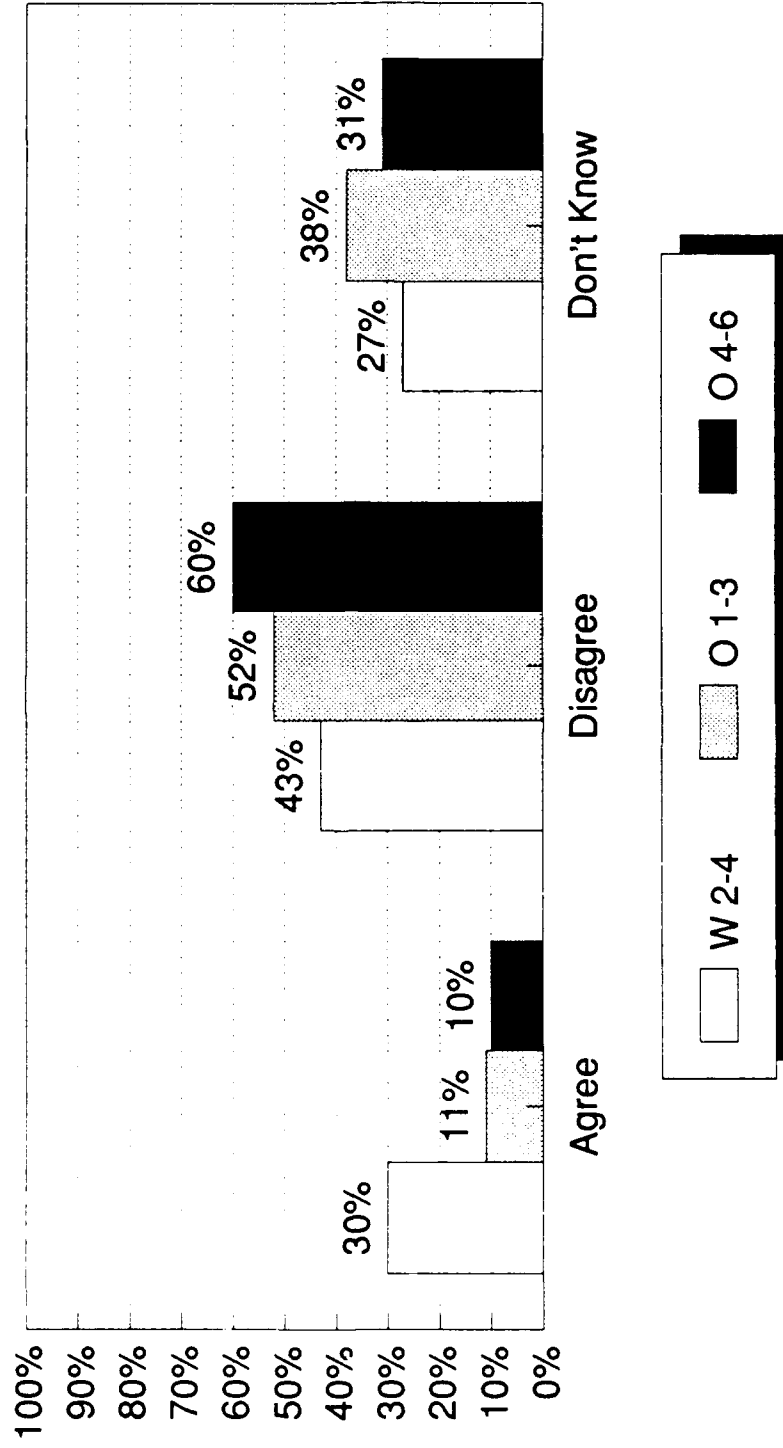
W 2-4, N = 162
O 1-3, N = 2795
O 4-6, N = 1508

(Q51) Recruiting Duty Would Benefit My Navy Career



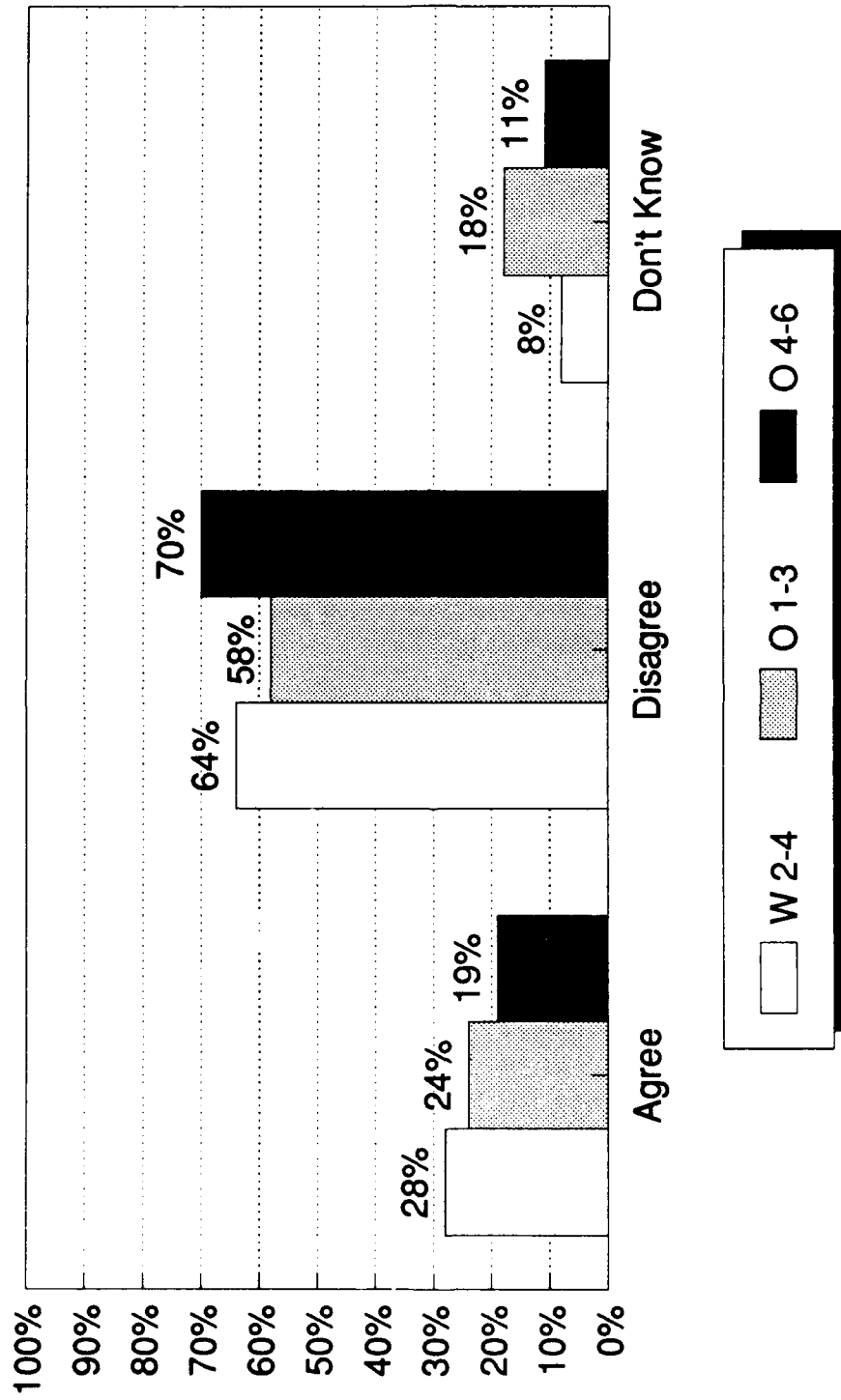
W 2-4, N = 152
O 1-3, N = 2793
O 4-6, N = 1525

(Q52) Being On Or Having Had Recruiting Duty Helps Me Get Promoted Faster Than Do Other Shore Duty Assignments



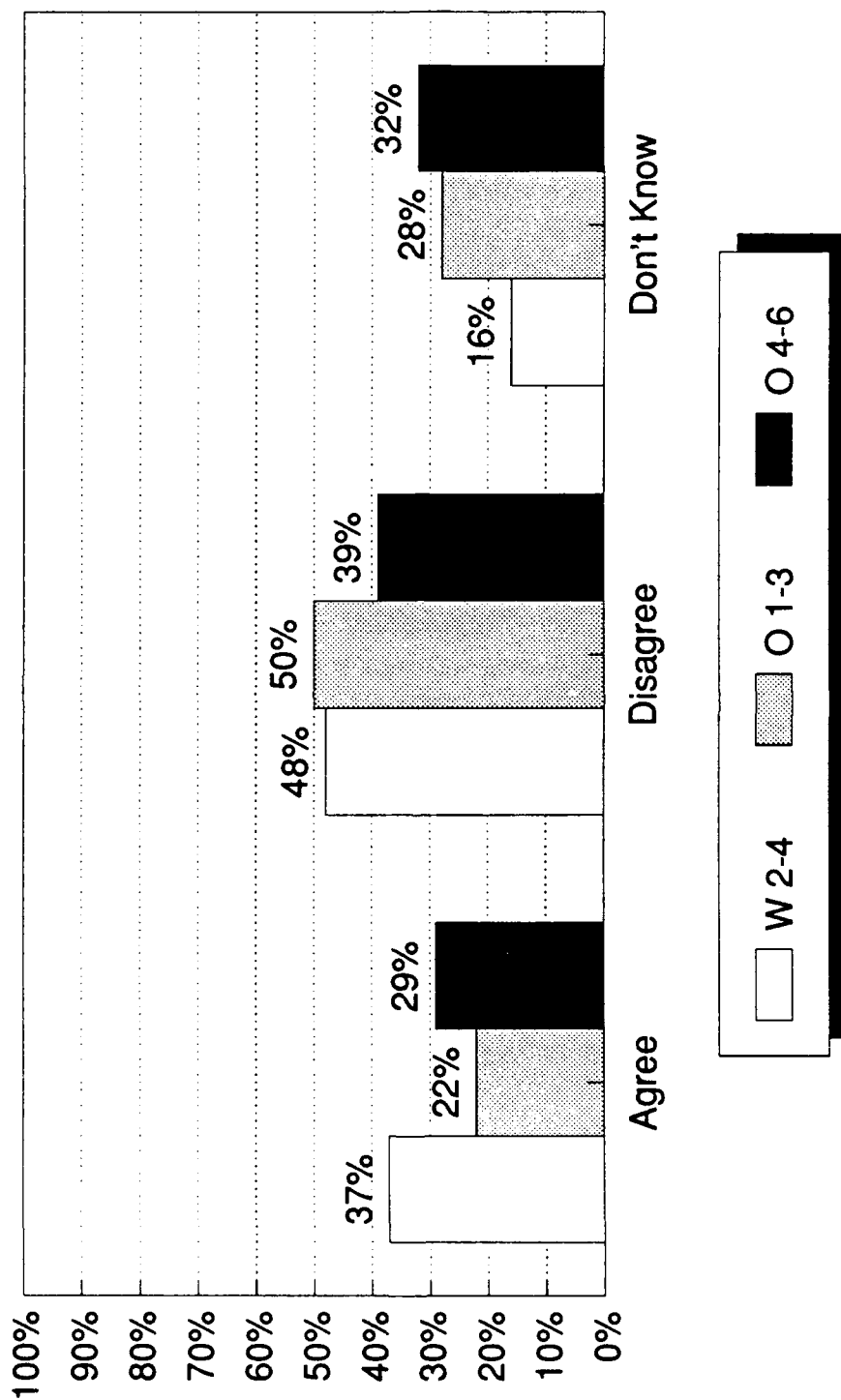
W 2-4, N = 145
O 1-3, N = 2619
O 4-6, N = 1440

(Q53) I Would Be Interested In A Recruiting Assignment



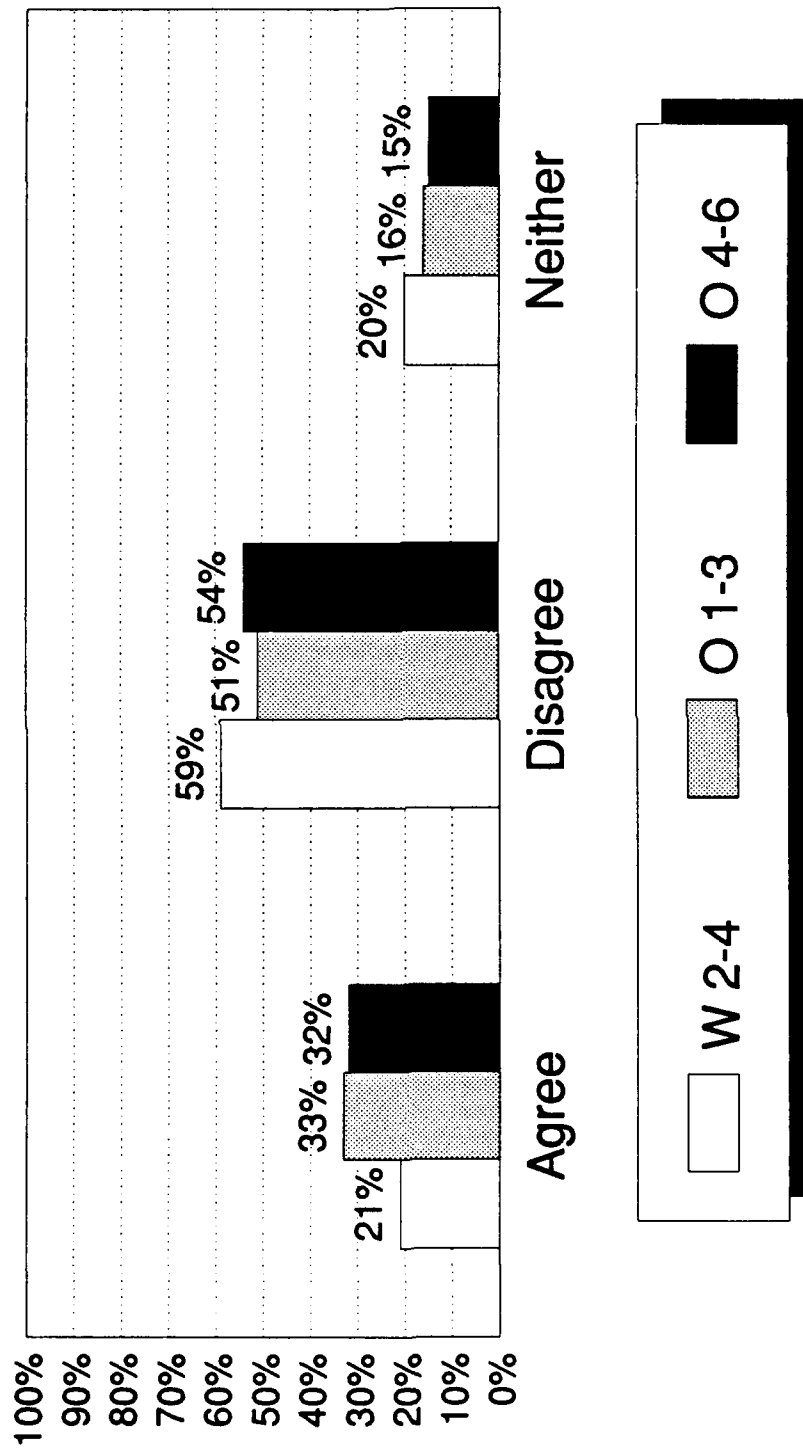
W 2-4, N = 157
O 1-3, N = 2782
O 4-6, N = 1504

(Q54) There Is Enough Information Available About Recruiting Duty



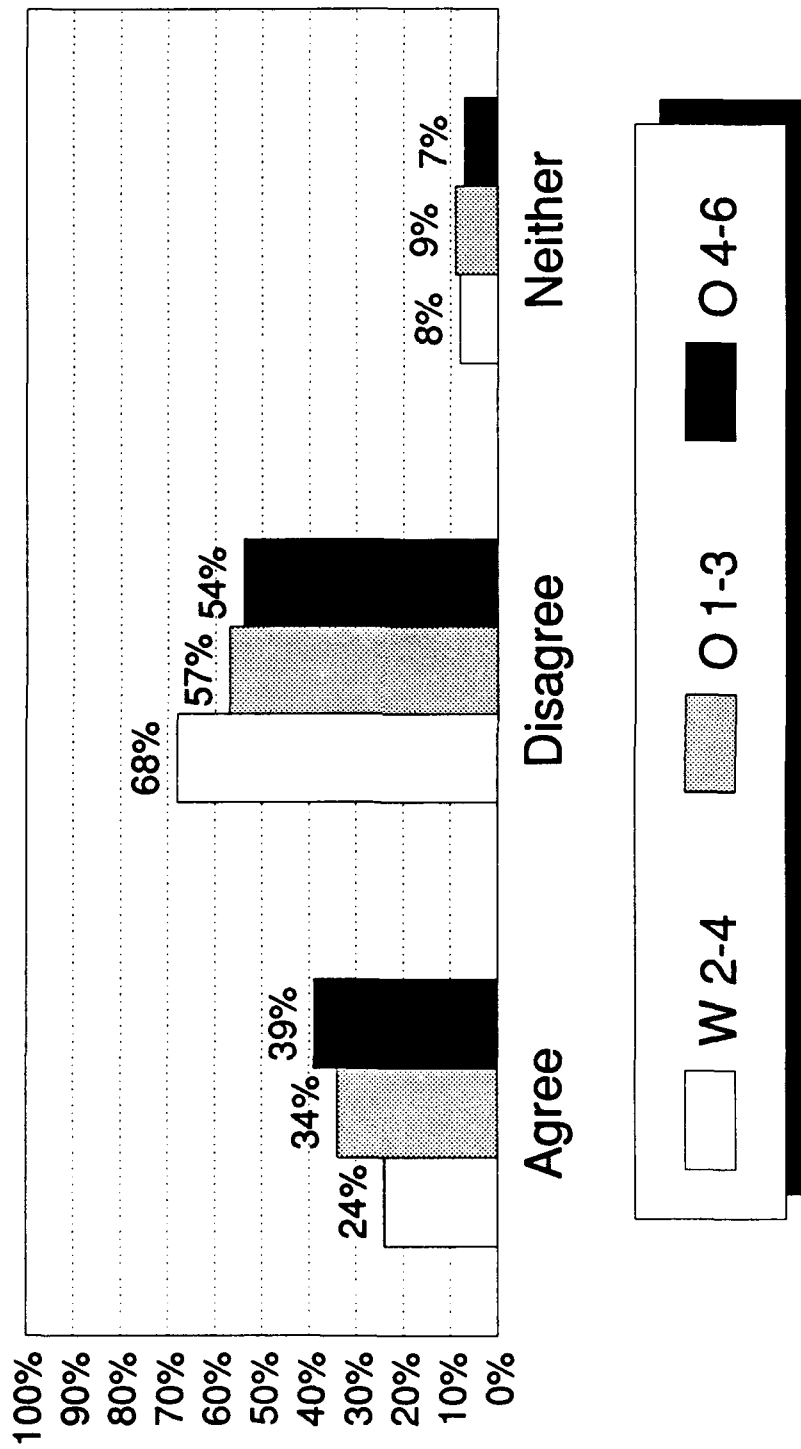
W 2-4, N = 173
 O 1-3, N = 2859
 O 4-6, N = 1670

(Q55) My Base Pay Should Be Based On My Military Specialty (NEC, Designator) Officers



W 2-4, N = 181
O 1-3, N = 2910
O 4-6, N = 1743

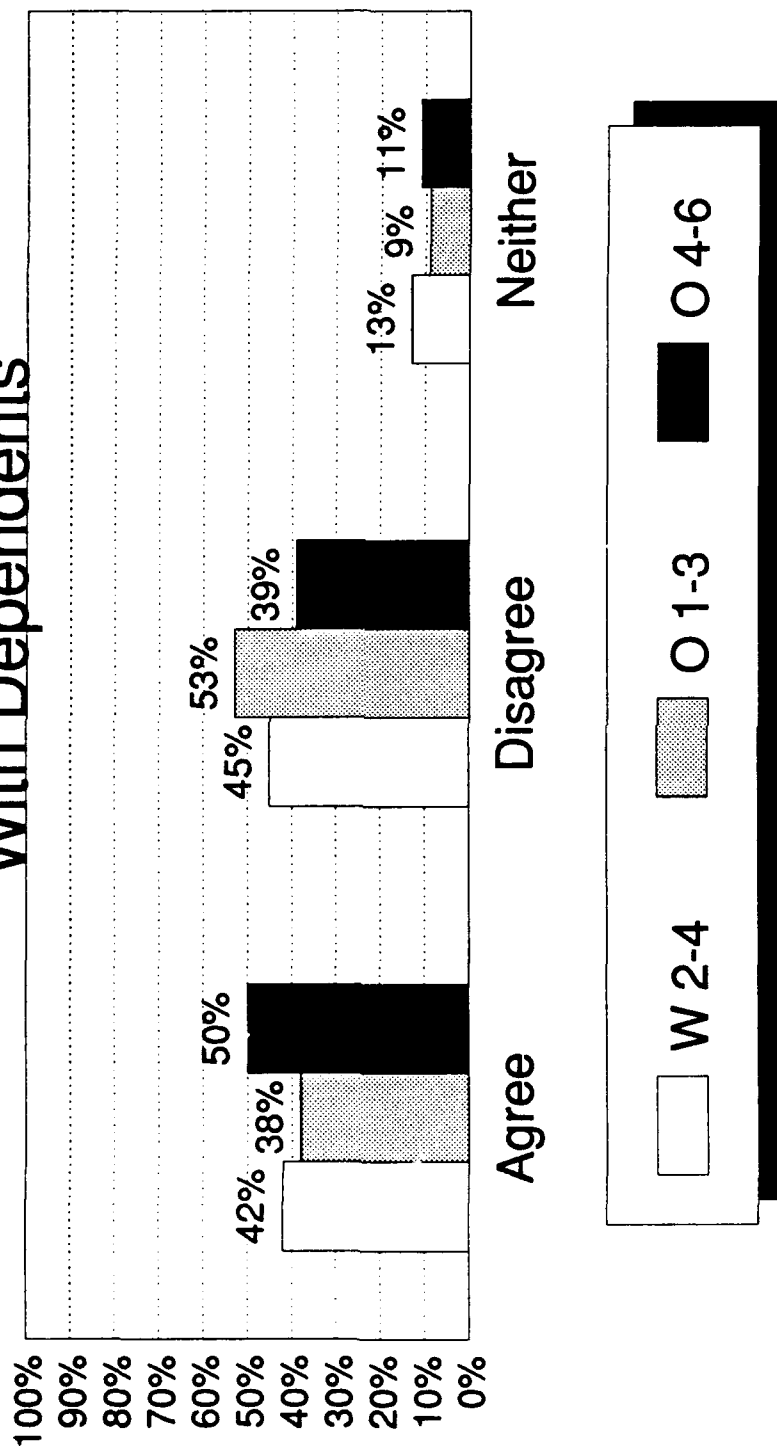
(Q56) I Think I Am Adequately Paid For The Job I Do Officers



W 2-4, N = 181
O 1-3, N = 2919
O 4-6, N = 1746

(Q57) Single Service Members Without Dependents Should Be Paid The Same As Married Service Members

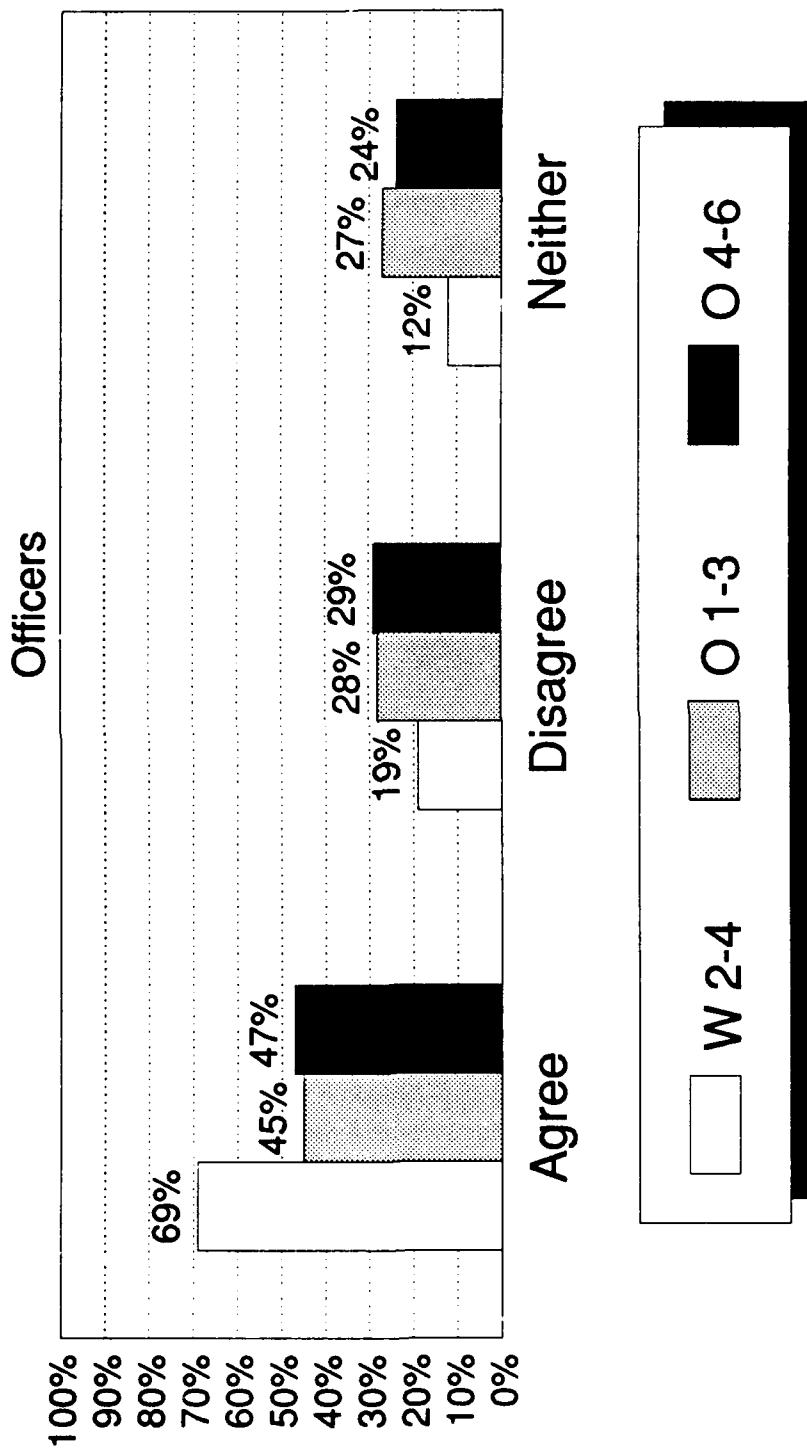
With Dependents



W 2-4, N = 181
O 1-3, N = 2916
O 4-6, N = 1740

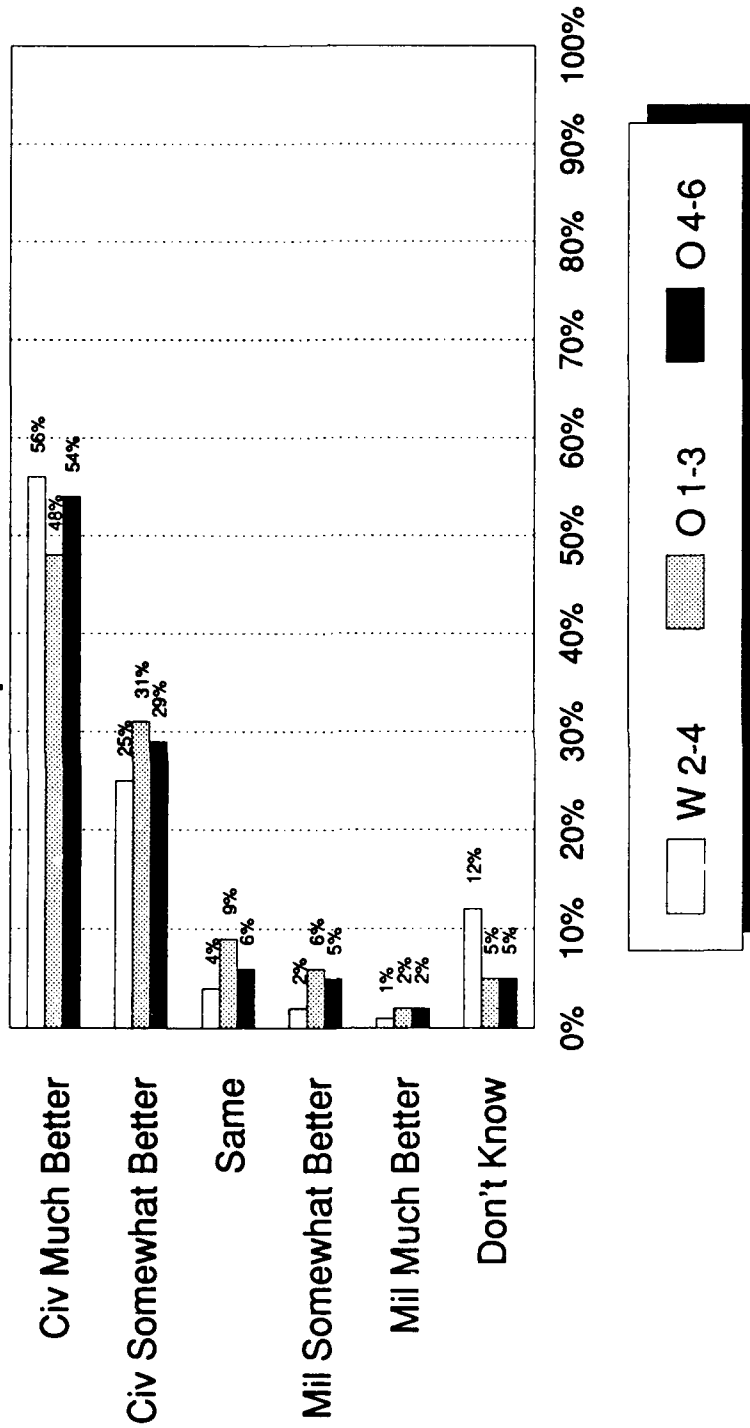
Officers

(Q58) I Think That Pay Increases Should Be Based More On Promotion Than They Are Now



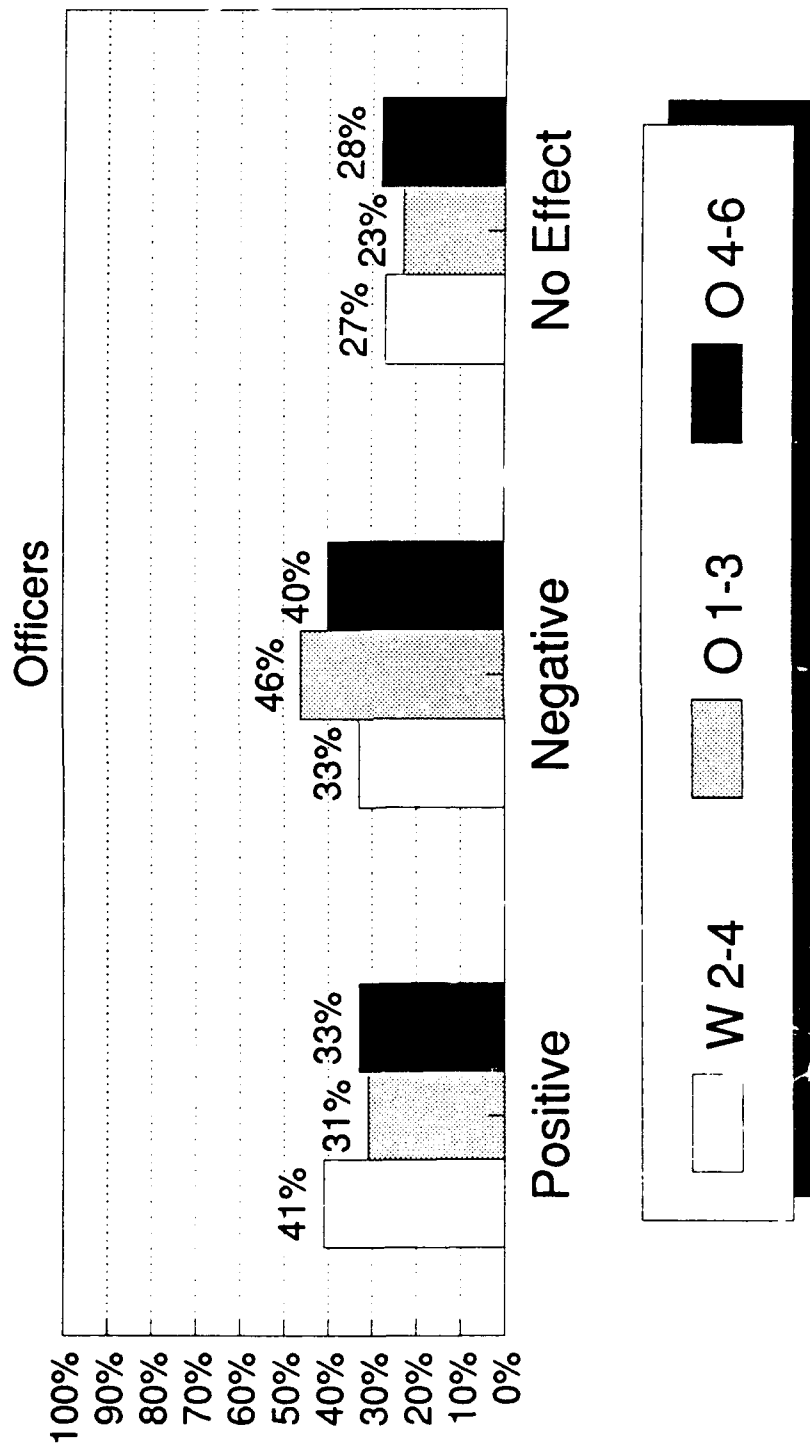
W 2-4, N = 181
O 1-3, N = 2913
O 4-6, N = 1738

(Q59) How Does Your Navy Pay Compare At This Point In Time To What Your Friends/Peers Make In The Civilian World With Similar Responsibilities And Skills



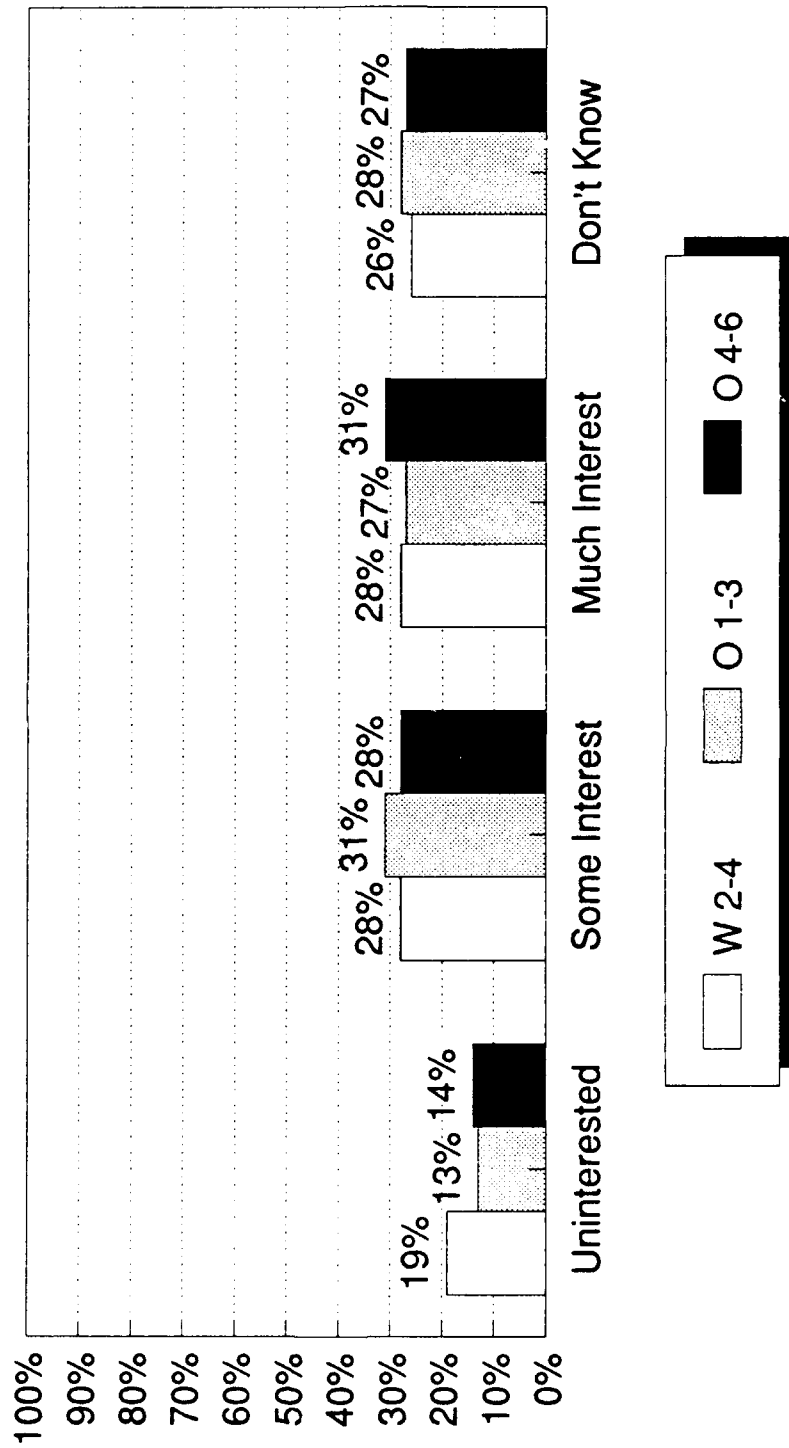
W 2-4, N = 181
O 1-3, N = 2919
O 4-6, N = 1746

(Q60) What Is The Effect Of Your Rate Of Pay On Your Decision To Stay Or Leave The Navy



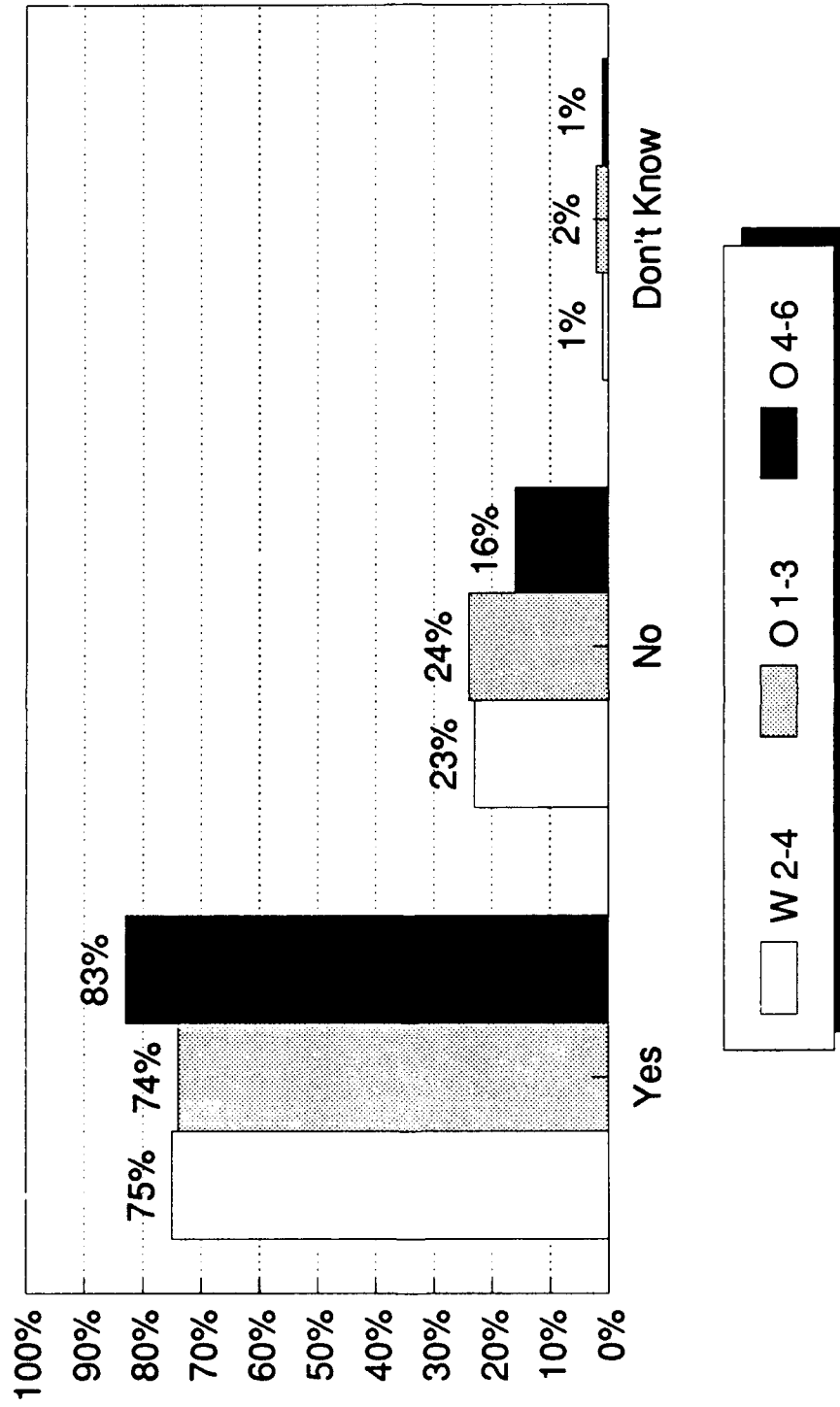
W 2-4, N = 181
O 1-3, N = 2920
O 4-6, N = 1746

(Q61) In The Future, If The Navy Had Such A Program As "Cafeteria-Style- Benefits," Would You Be Interested



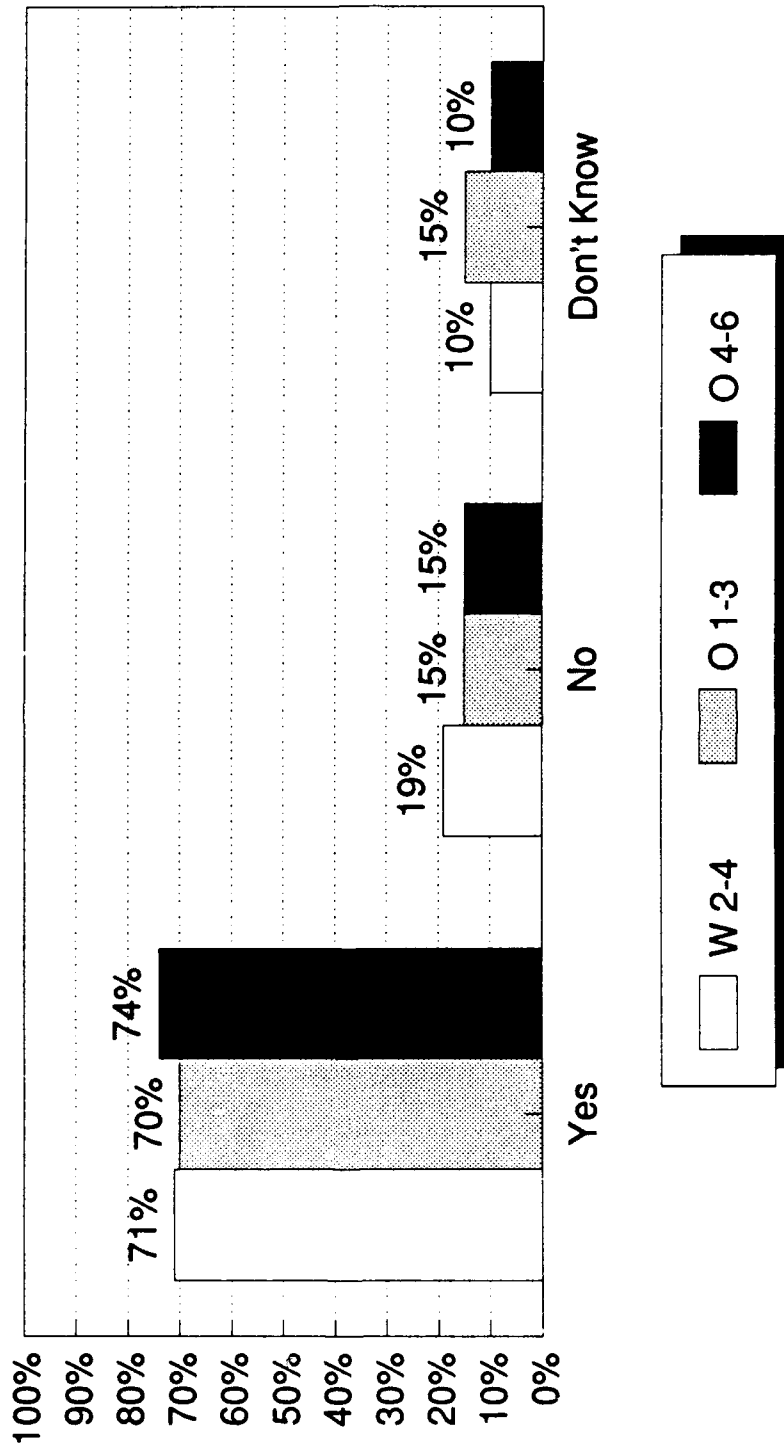
W 2-4, N = 181
O 1-3, N = 2915
O 4-6, N = 1740

(Q62) Are You Currently Enrolled In The Delta Dental Plan



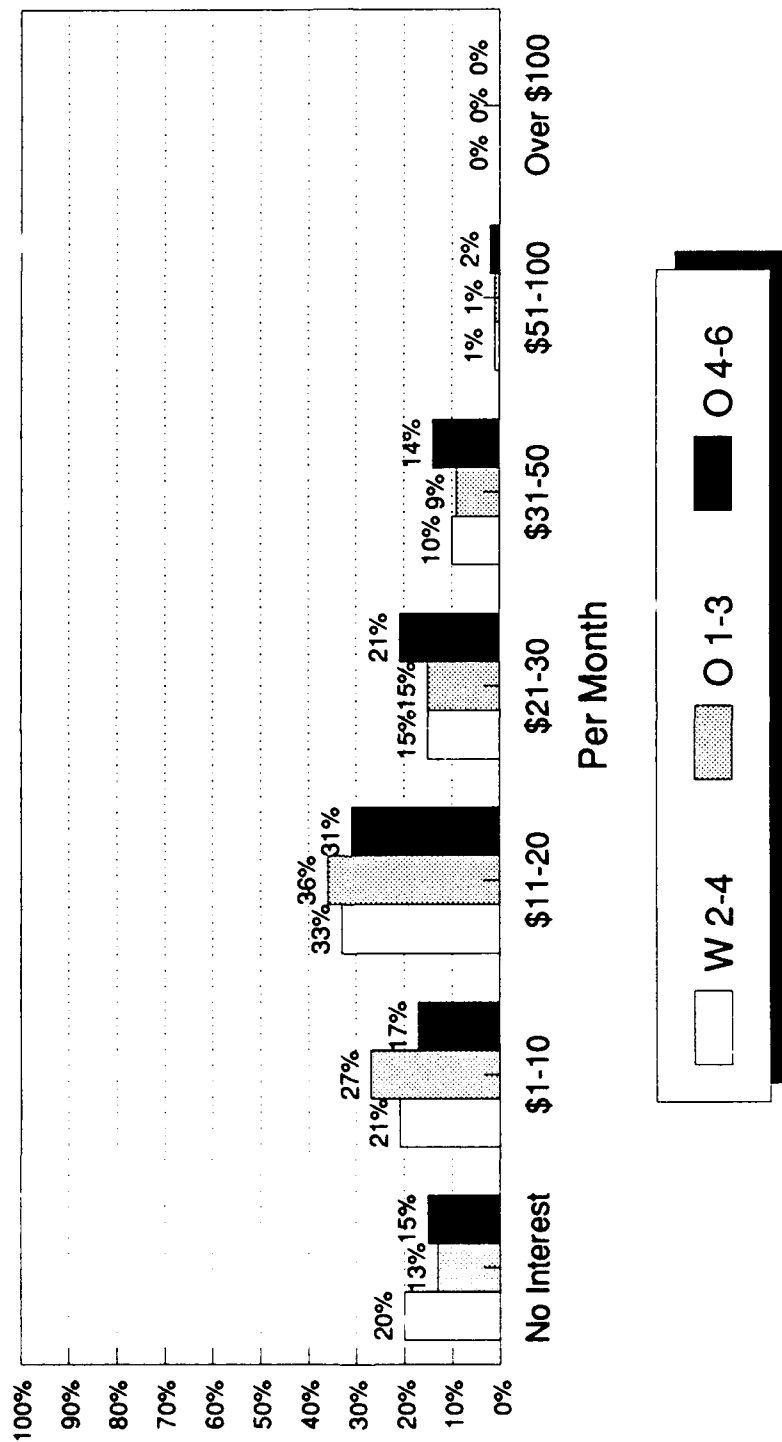
W 2-4, N = 173
O 1-3, N = 1788
O 4-6, N = 1552

(Q63) Would You Be Interested In Participating In A High Option Dental To Cover High Cost Dental Services



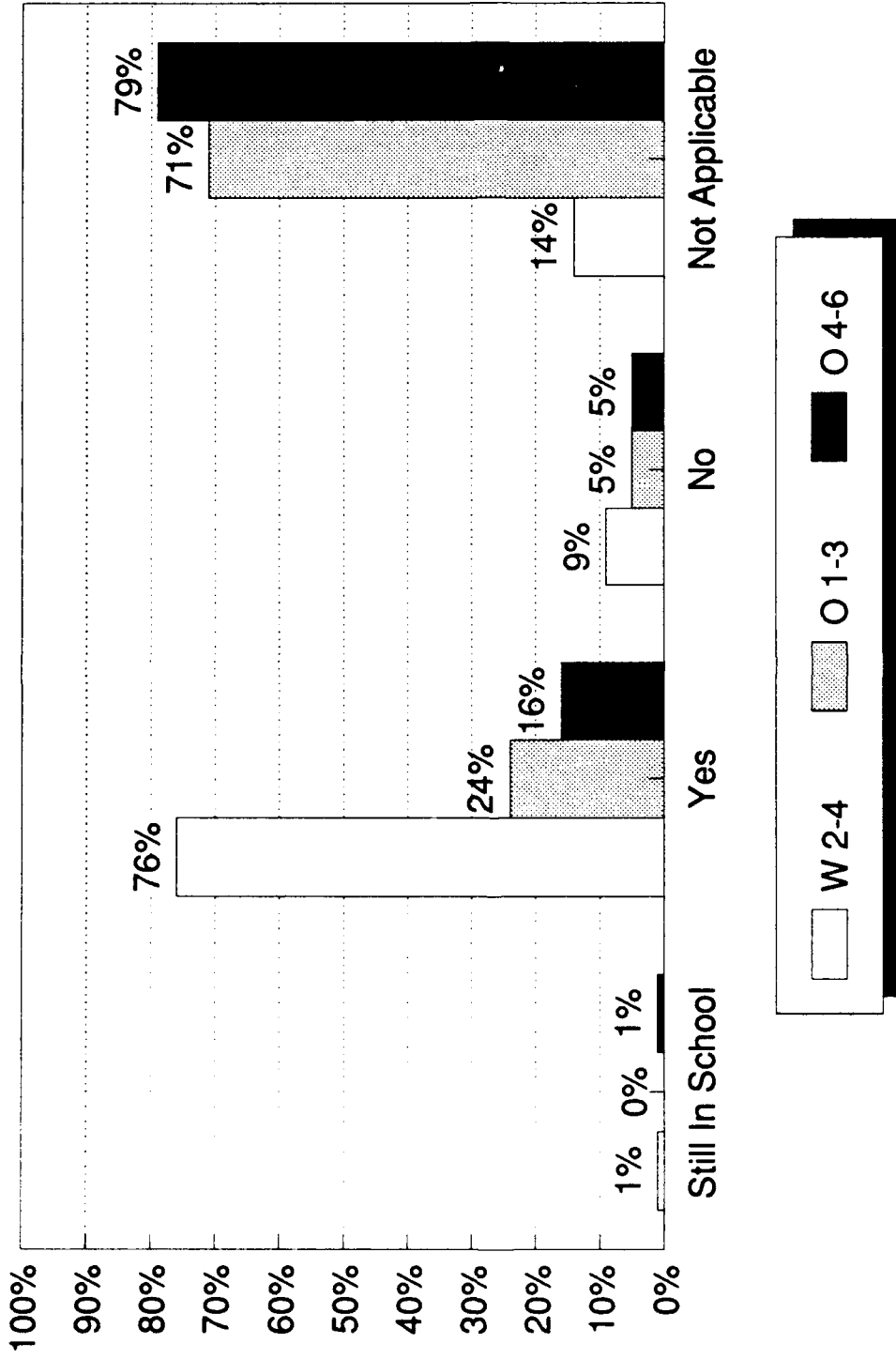
W 2-4, N = 173
 O 1-3, N = 1778
 O 4-6, N = 1553

(Q64) How Much Would You Be Willing To Pay For Such High Option Dental Coverage For Your Entire Family



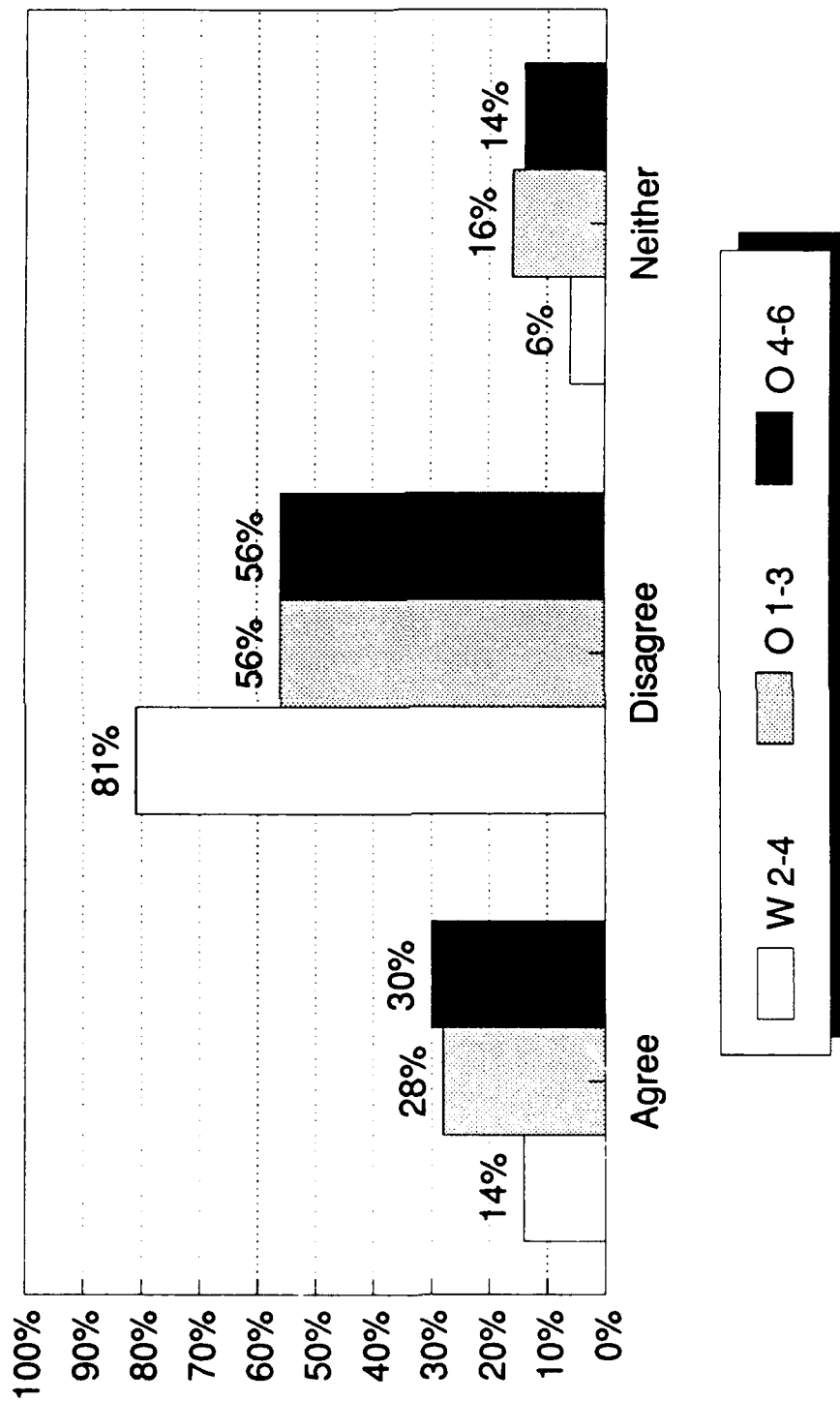
W 2-4, N = 172
O 1-3, N = 1754
O 4-6, N = 1527

(Q65) Did You Complete "A" School



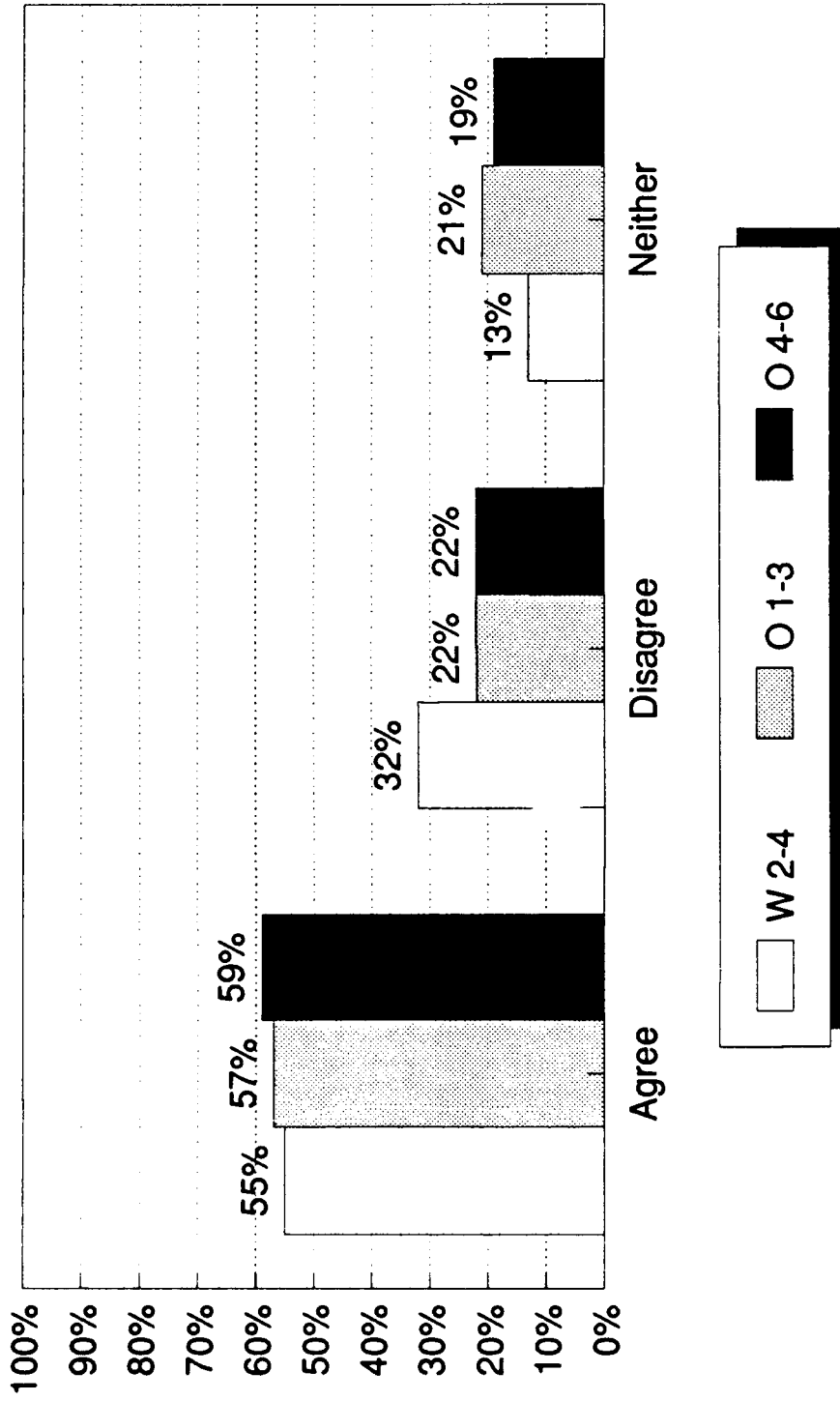
W 2-4, N = 181
 O 1-3, N = 2895
 O 4-6, N = 1735

(Q66) The Main Reason For A Sailor To Complete "A" School Is To Get Promoted



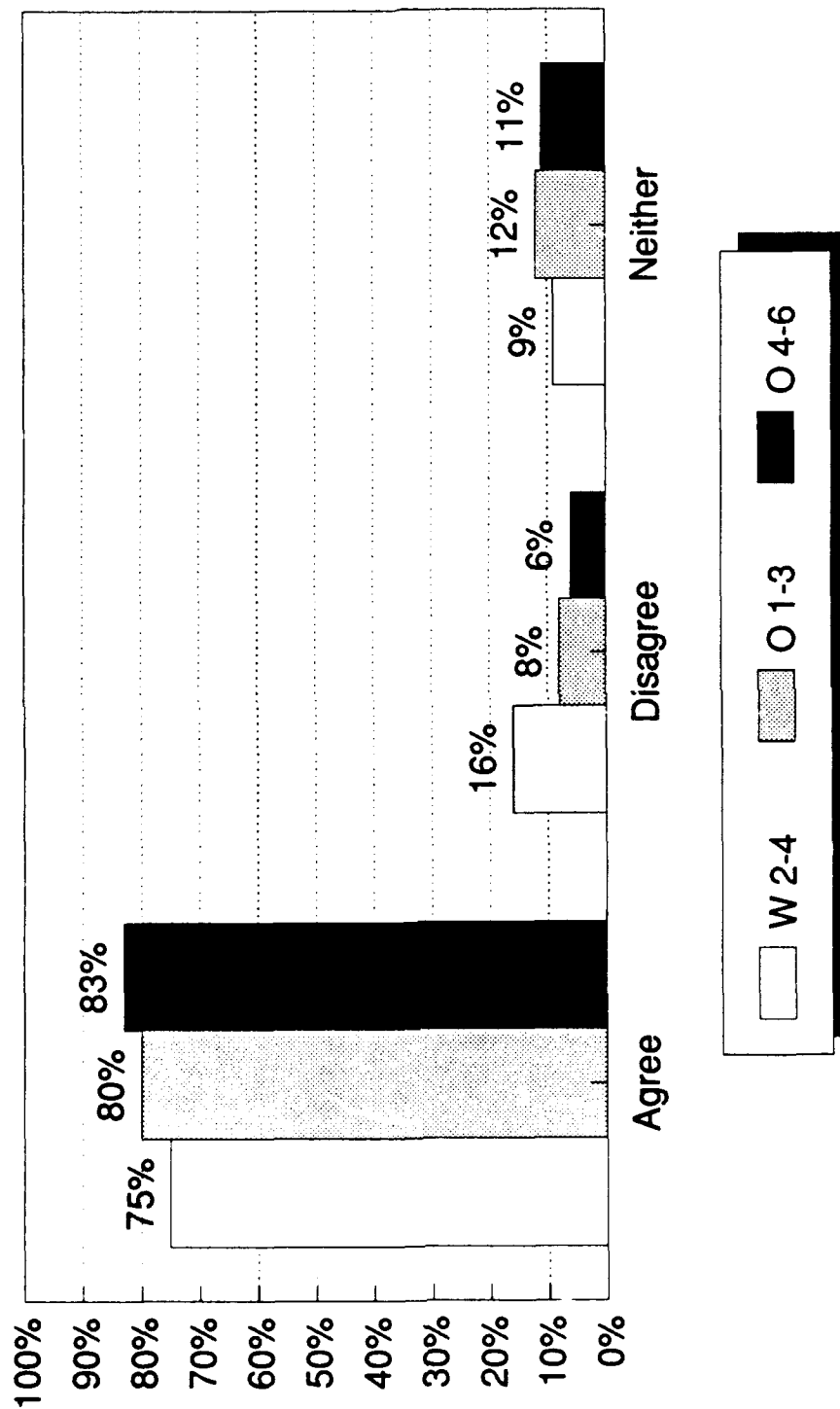
W 2-4, N = 176
 O 1-3, N = 2645
 O 4-6, N = 1600

(Q67) "A" School Training Is Essential For A Sailor To Succeed In "C" School



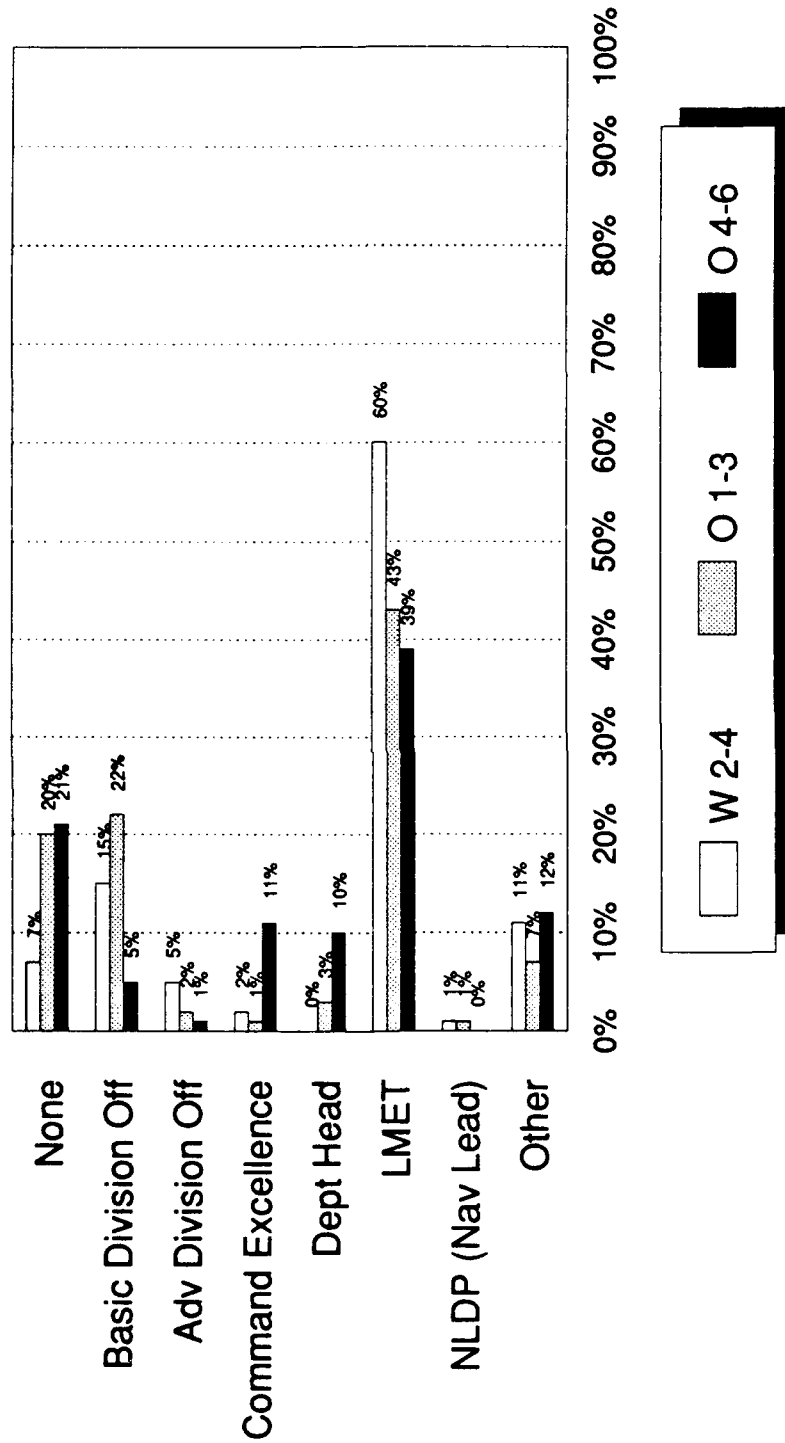
W 2-4, N = 176
O 1-3, N = 2652
O 4-6, N = 1608

(Q68) "A" School Was Very Useful In My First Duty Assignment



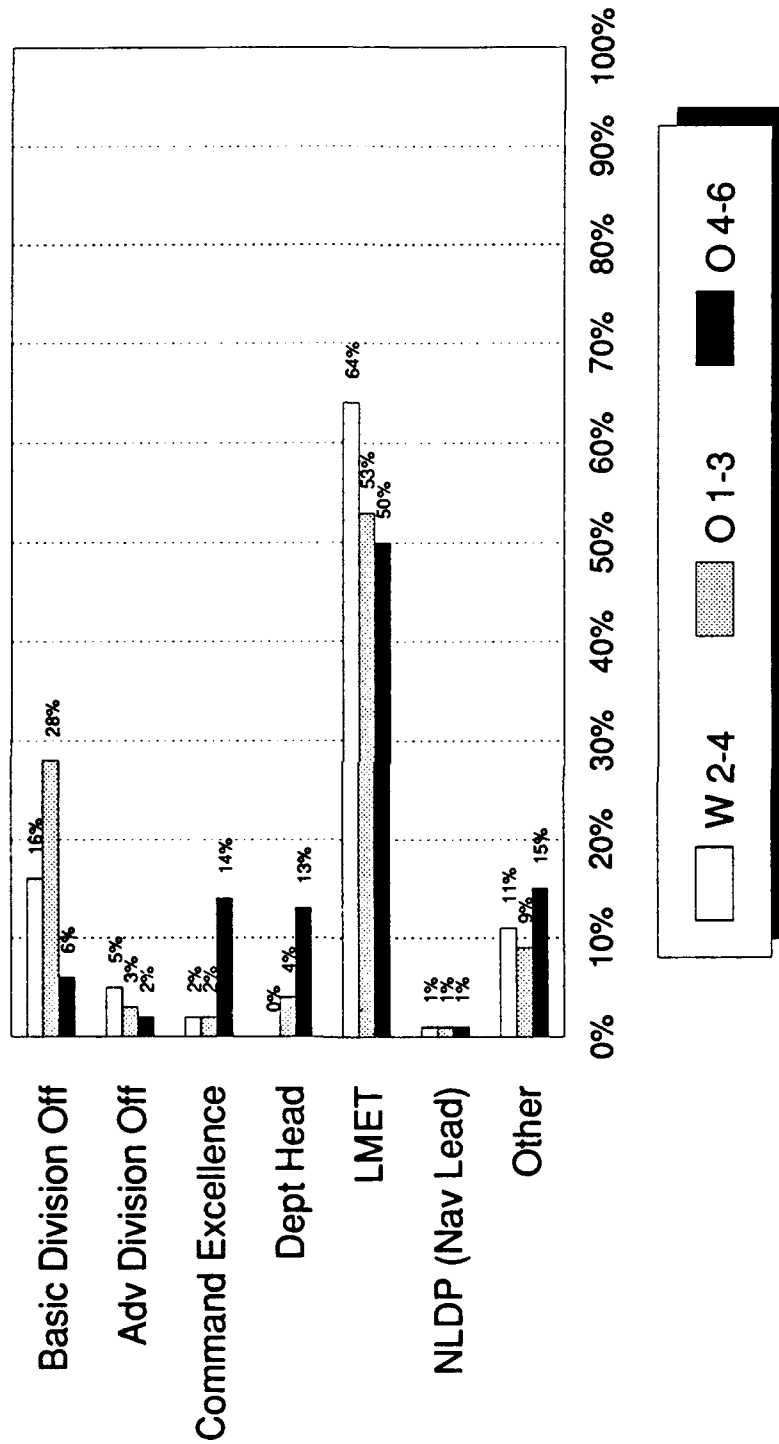
W 2-4, N = 153
O 1-3, N = 1378
O 4-6, N = 701

(Q69) Which Of The Following Navy Leadership Courses Did You Last Attend Officers



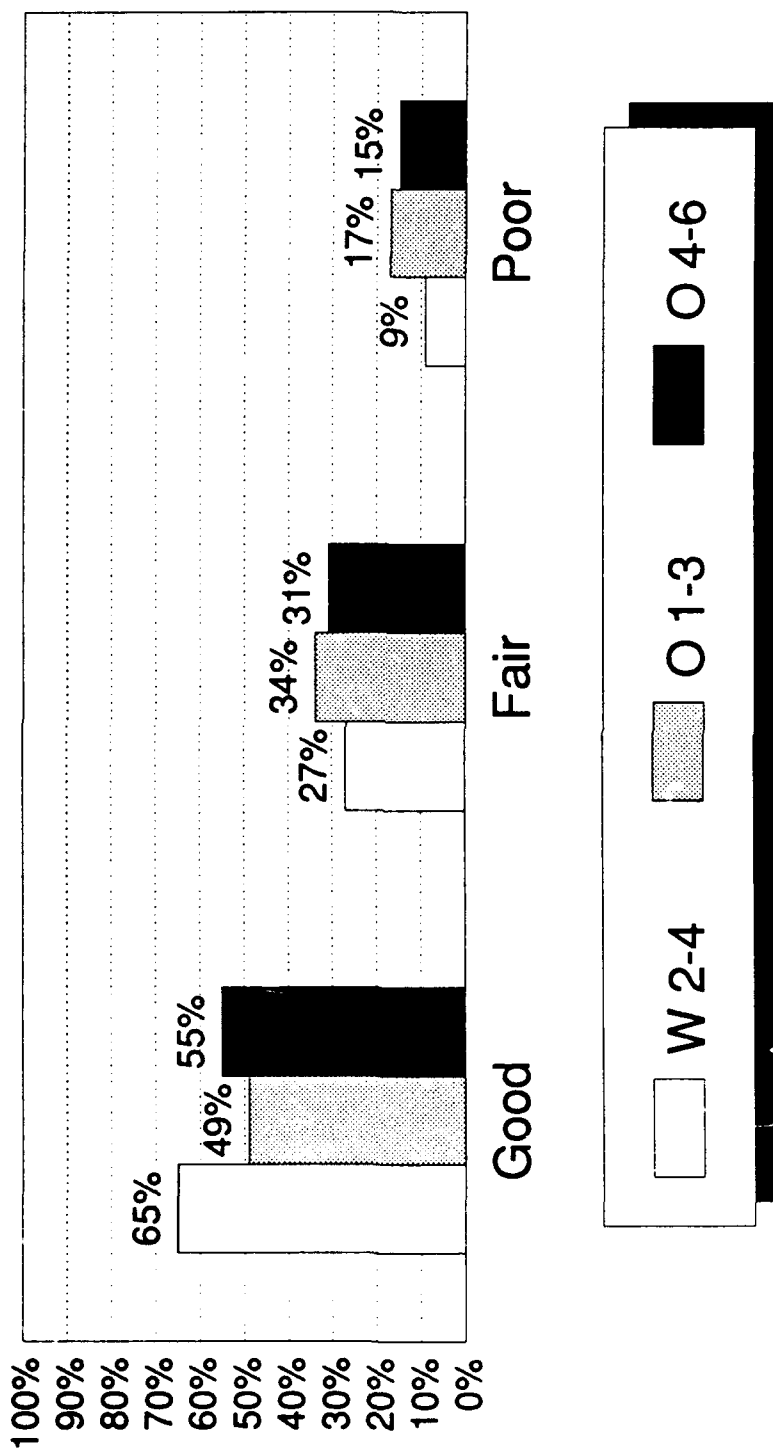
W 2-4, N = 181
 O 1-3, N = 2886
 O 4-6, N = 1734

(Q69) Which Of The Following Navy Leadership Courses Did You Last Attend Officers



W 2-4, N = 168
O 1-3, N = 2314
O 4-6, N = 1367

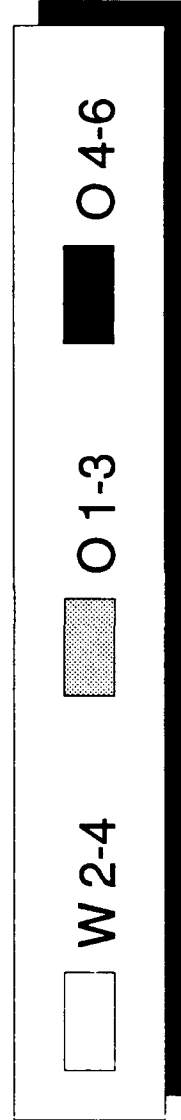
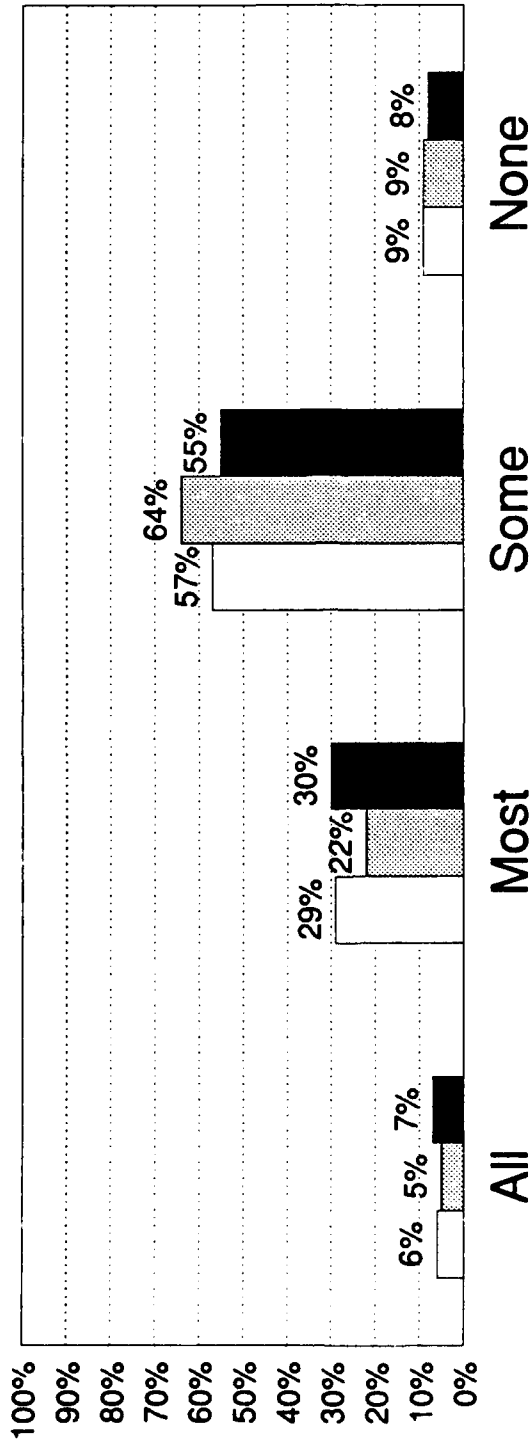
(Q70) How Would You Rate The Quality Of The Formal Leadership Training You Received In The Last Class You Attended Officers



W 2-4, N = 168
O 1-3, N = 2356
O 4-6, N = 1377

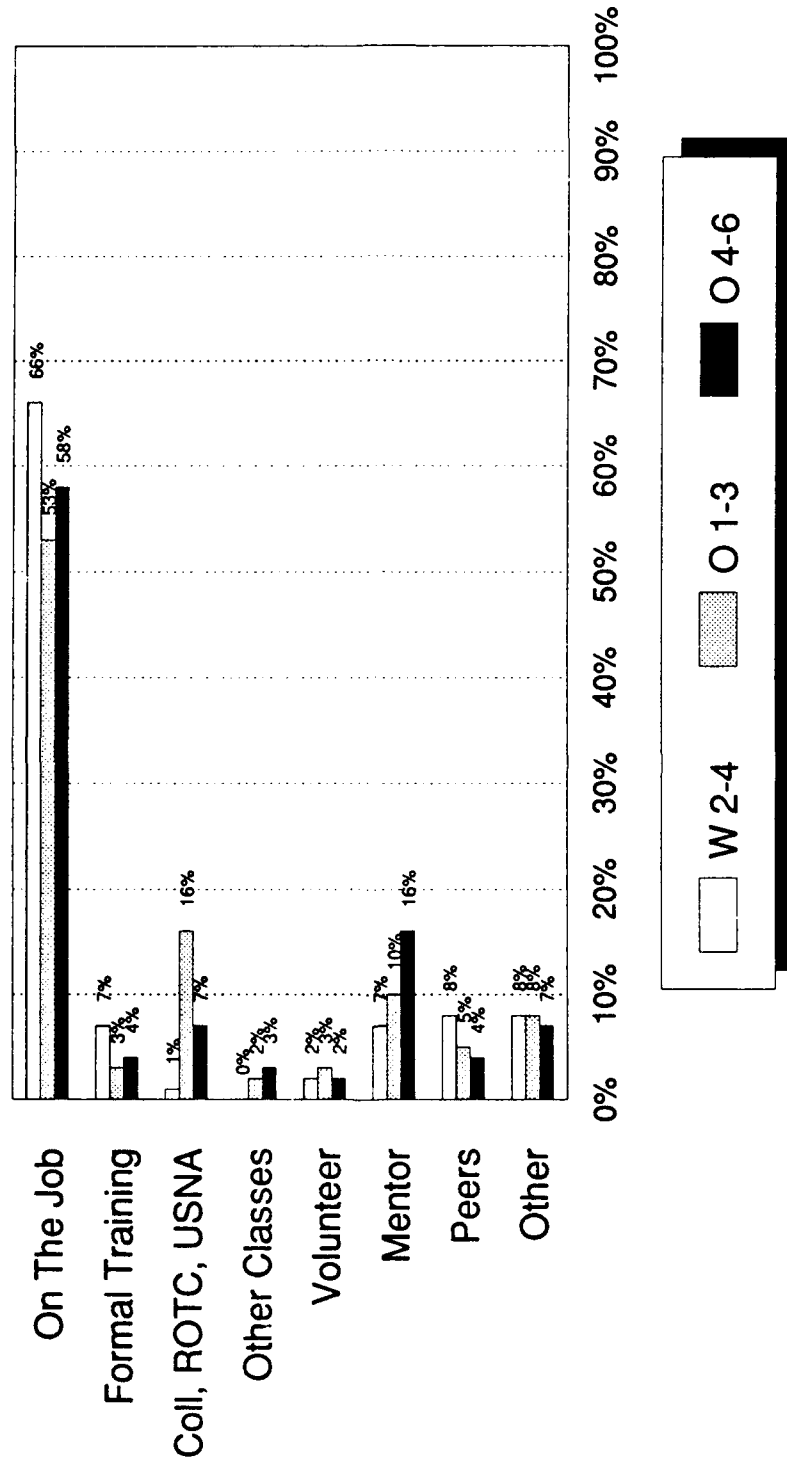
(Q71) How Much Of The Leadership Training You Received Did You Apply To Your Experience In The Field

Officers



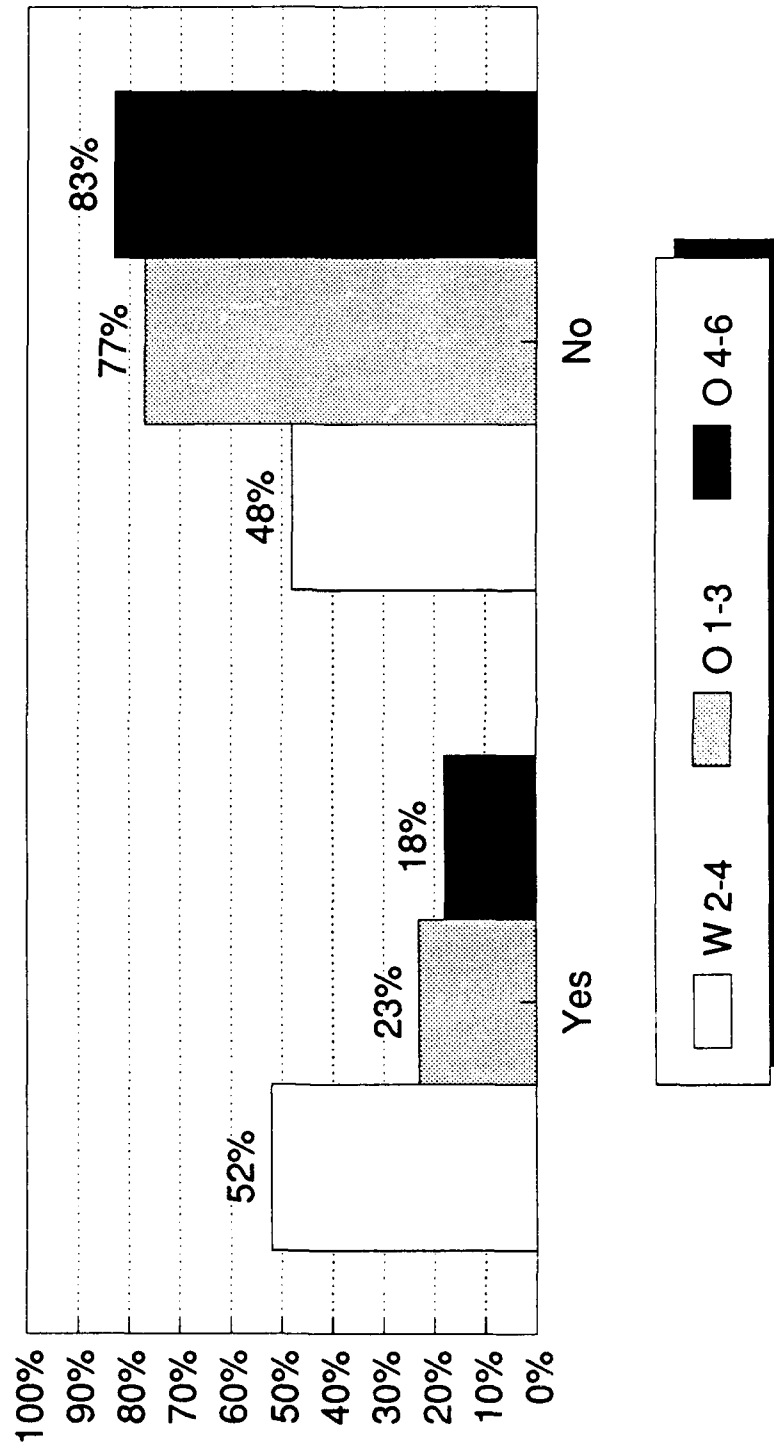
W 2-4, N = 168
 O 1-3, N = 2366
 O 4-6, N = 1381

(Q72) Where Did You Learn Your Leadership Skills Officers



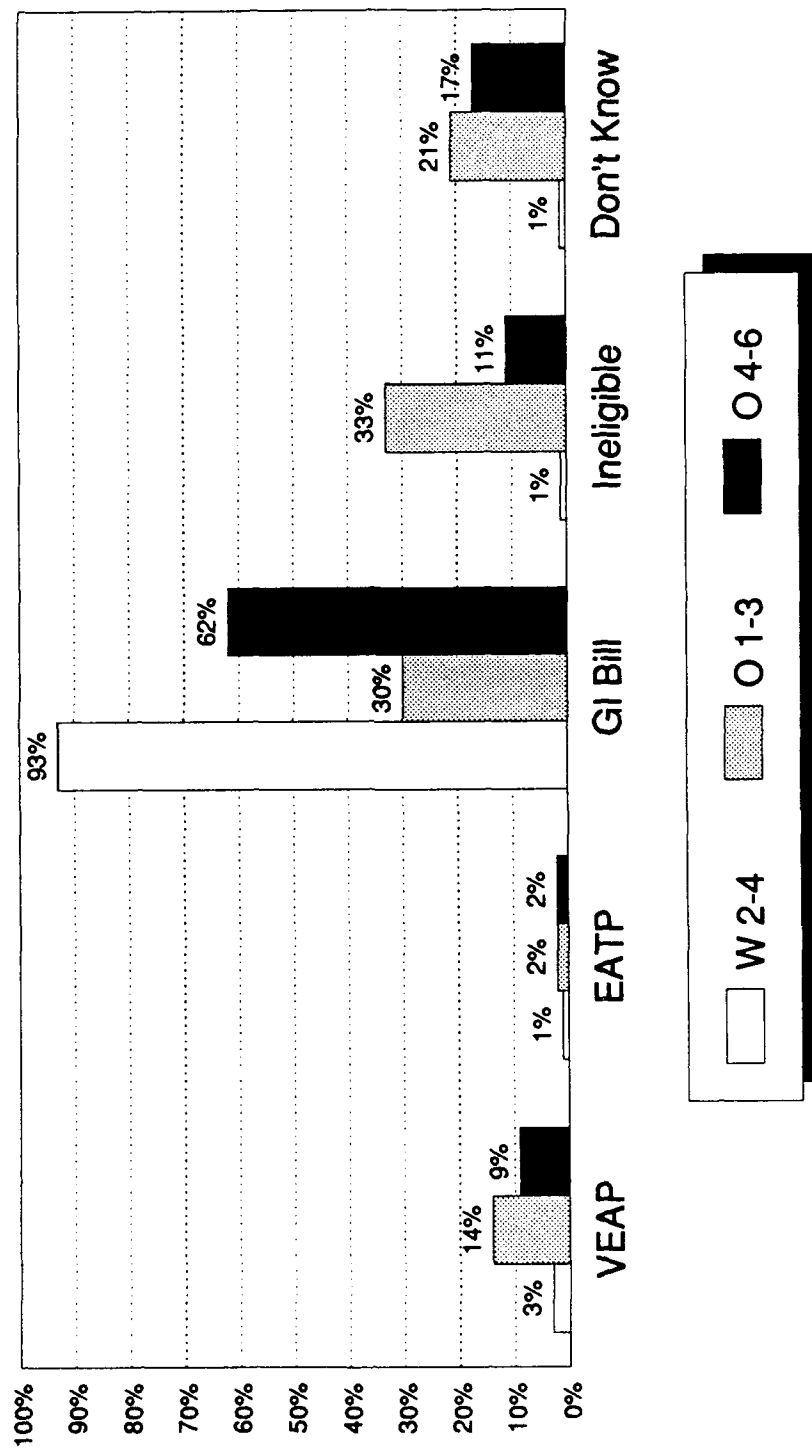
W 2-4, N = 179
O 1-3, N = 2851
O 4-6, N = 1704

(Q73) Have You Ever Participated In The Navy's Voluntary Education Program (Navy Campus)



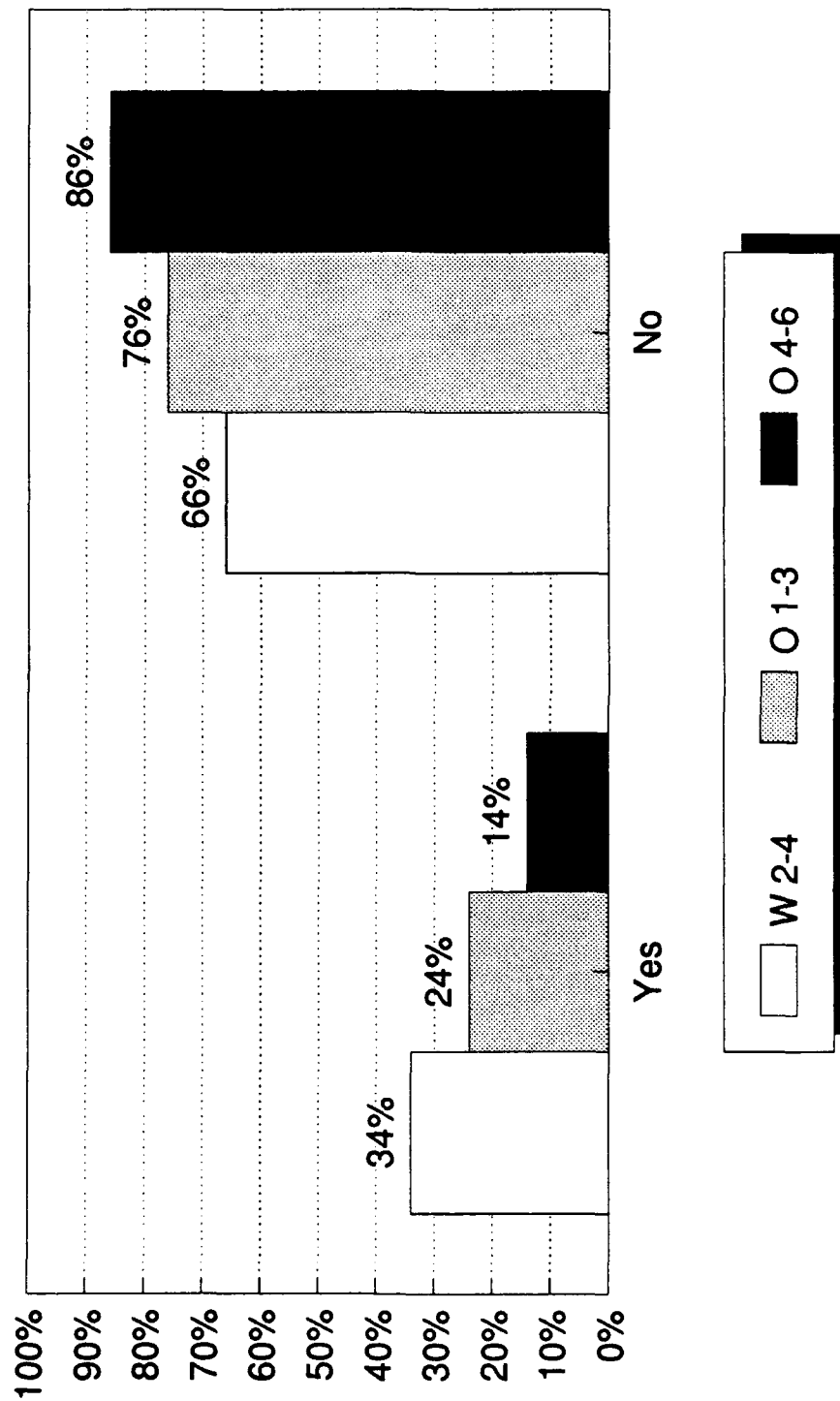
W 2-4, N = 180
O 1-3, N = 2907
O 4-6, N = 1733

(Q74) What Educational Benefits Do You Have Officers



W 2-4, N = 181
O 1-3, N = 2844
O 4-6, N = 1726

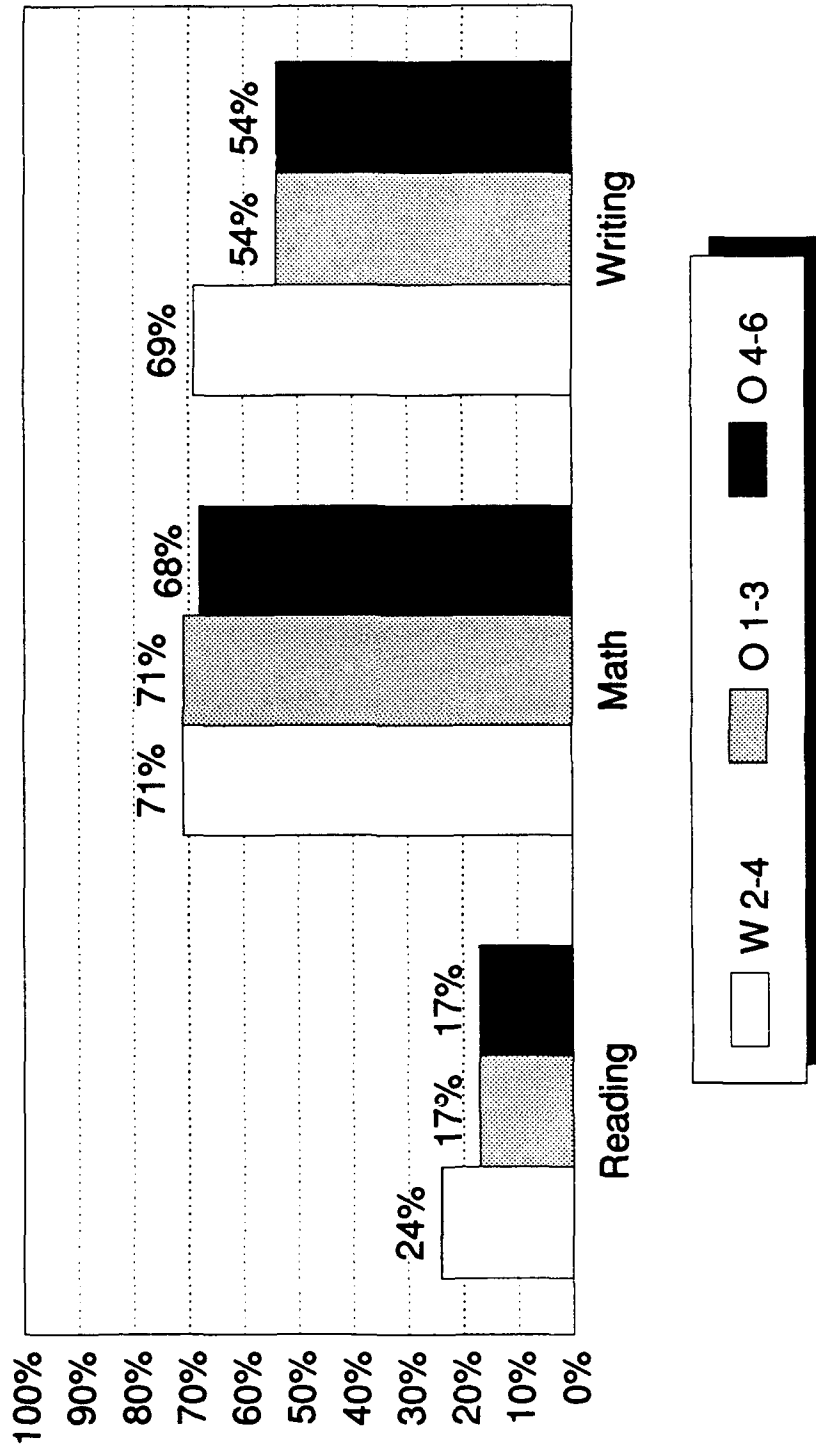
(Q75) Are You Presently Working On A College/Advanced Degree



W 2-4, N = 181
O 1-3, N = 2910
O 4-6, N = 1734

(Q76) In What Areas Would You Be Interested In Taking "Catch-up" Courses*

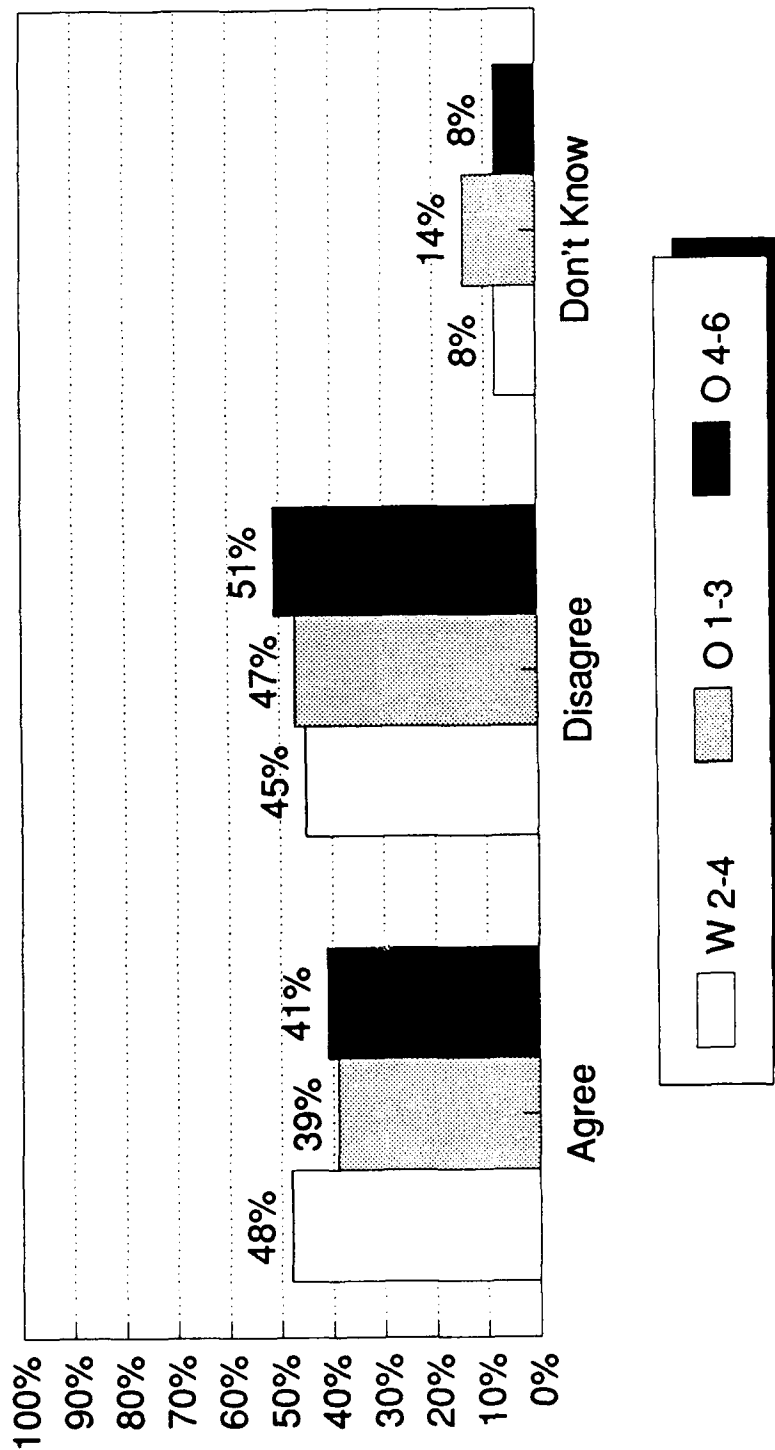
Officers



W 2-4, N = 128
O 1-3, N = 1211
O 4-6, N = 474

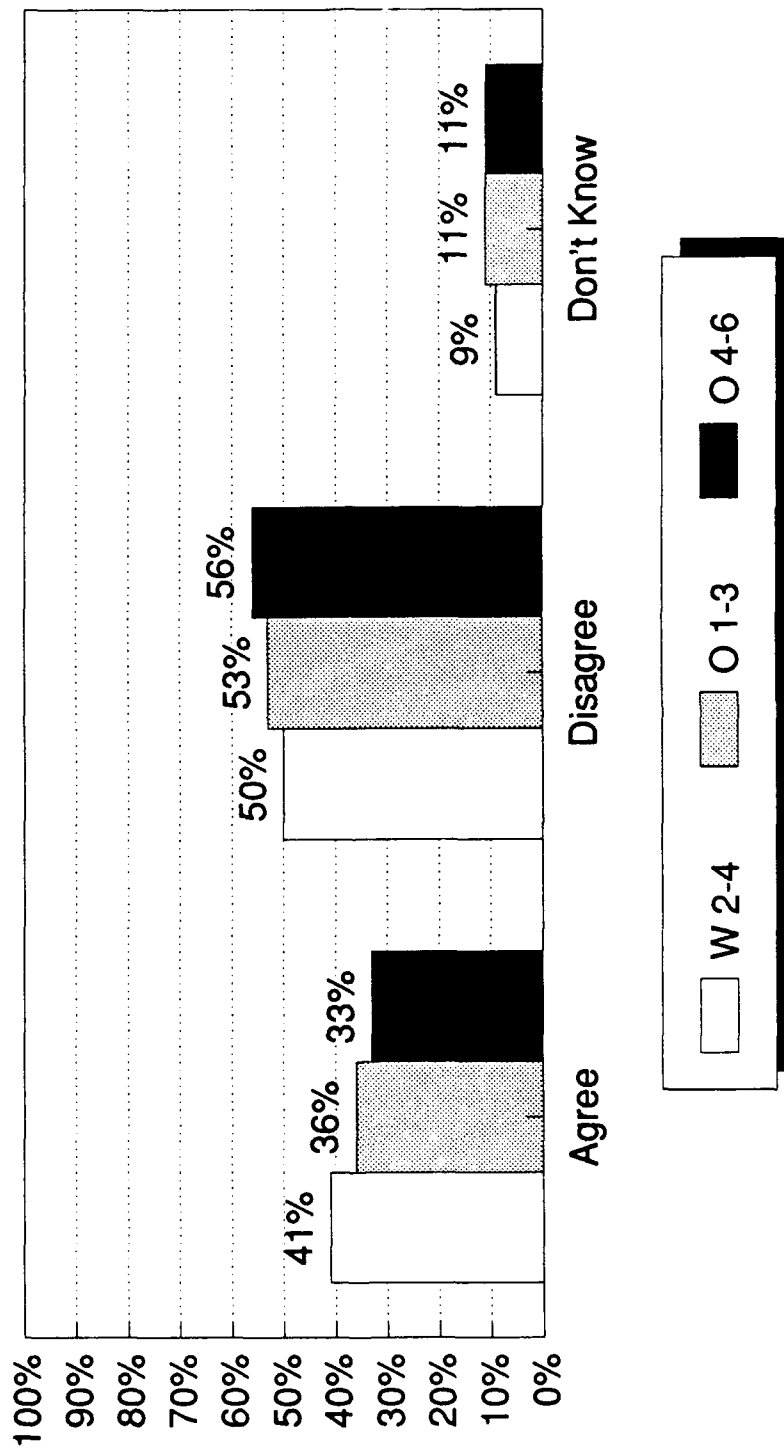
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

(Q77) The Opportunity To Get Navy Formal Classroom Training Has Made Me More Likely To Stay In The Navy



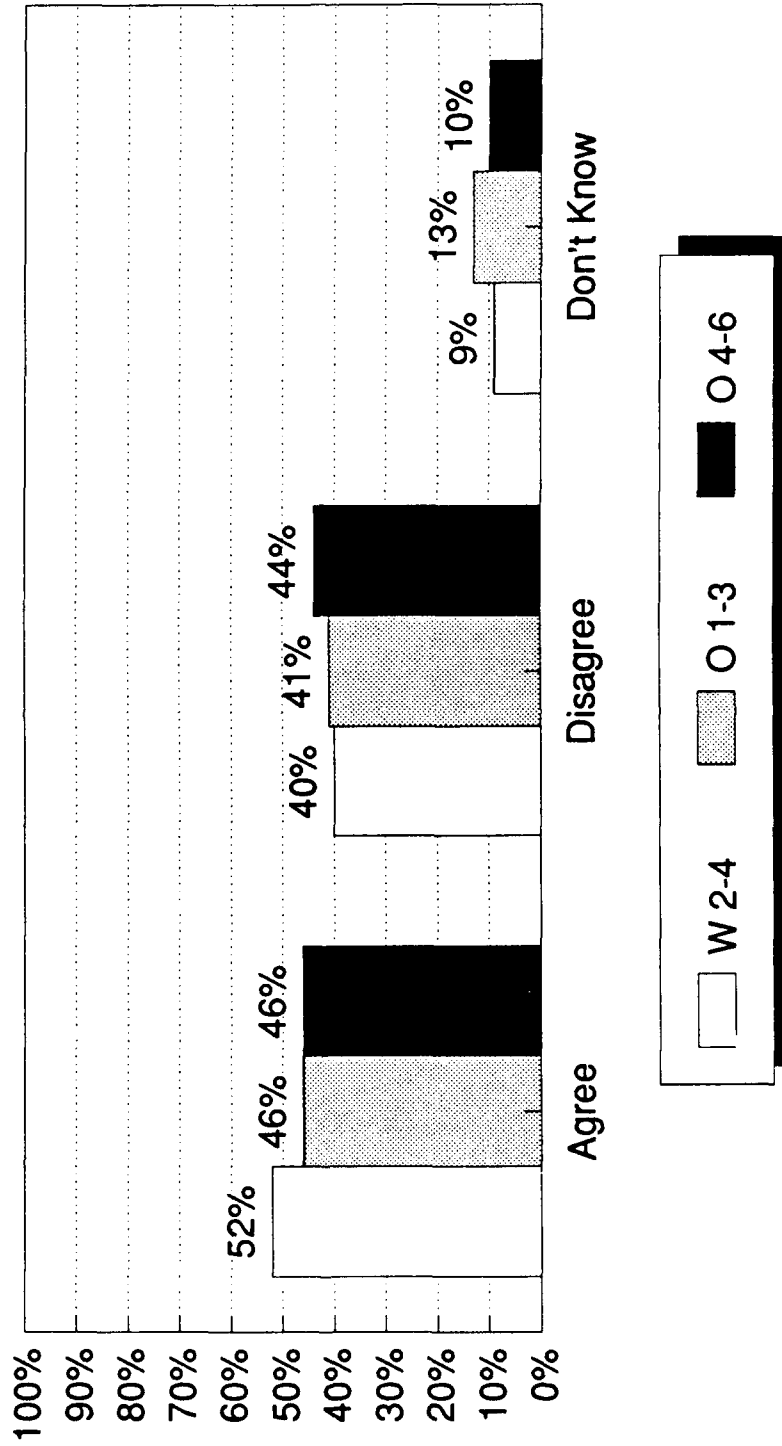
W 2-4, N = 153
O 1-3, N = 2508
O 4-6, N = 1396

(Q78) Leadership Training Classes Contributed A Great Deal To My Personal Development



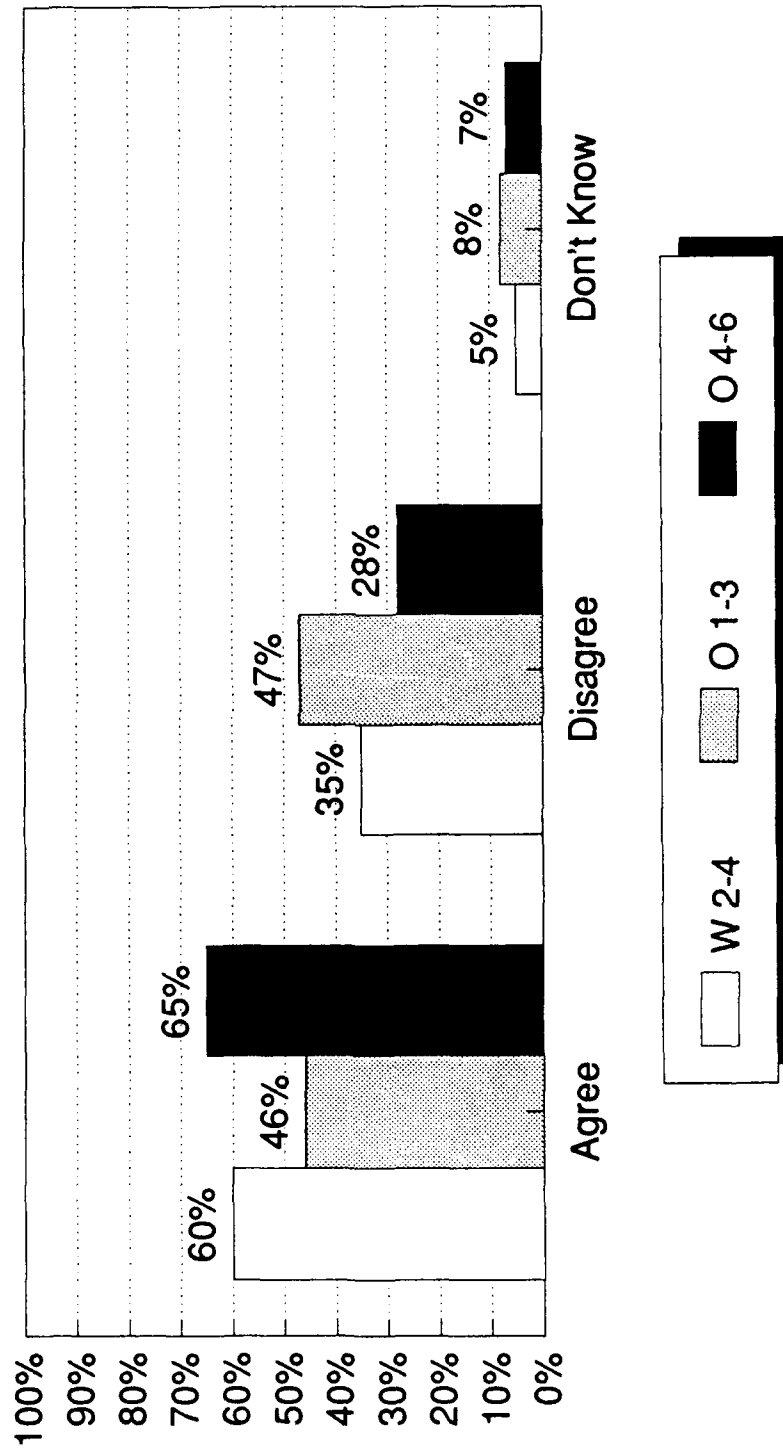
W 2-4, N = 171
O 1-3, N = 2492
O 4-6, N = 1470

(Q79) Leadership Training Classes Have Given Me The Skills To Perform My Job Better



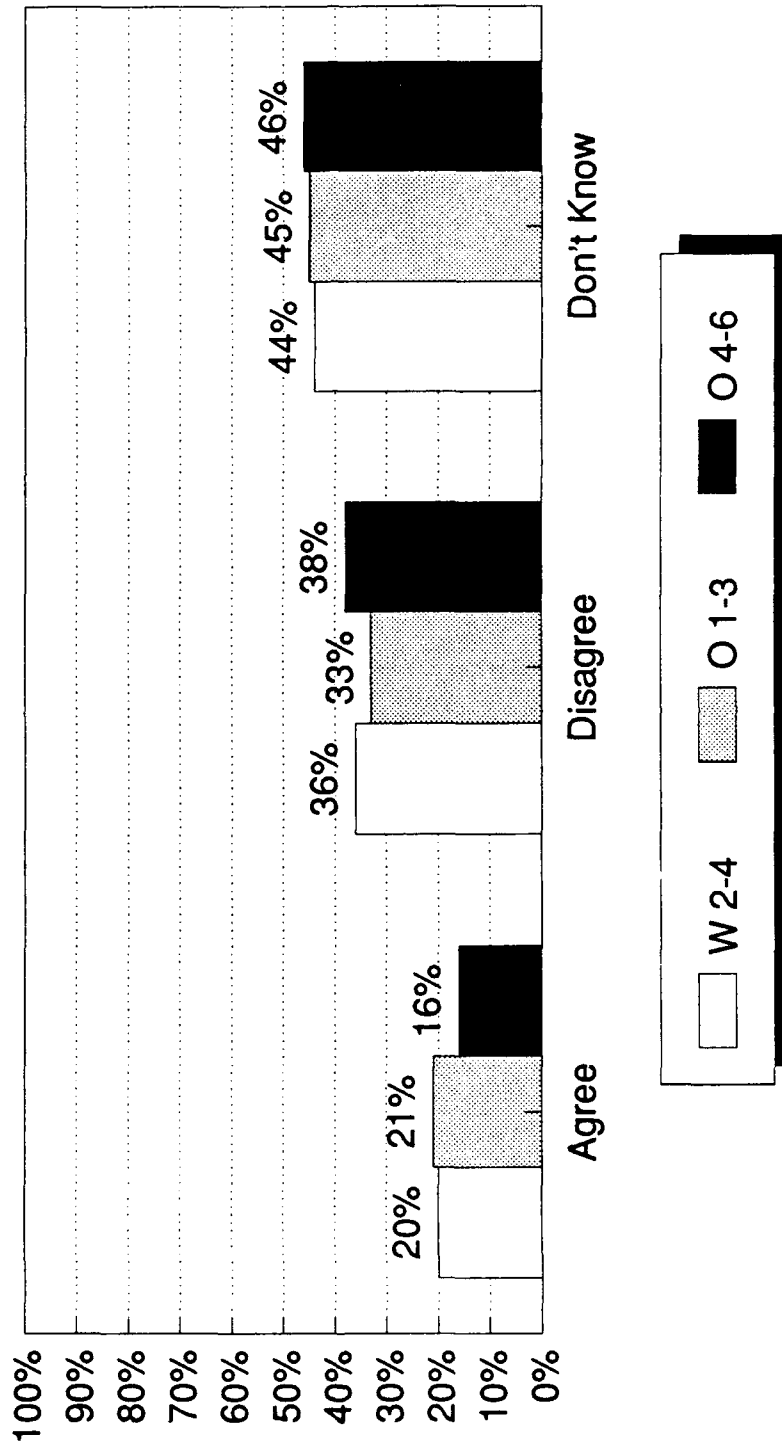
W 2-4, N = 169
O 1-3, N = 2474
O 4-6, N = 1466

(Q80) I Am Satisfied With The Opportunity To Continue My Education At My Current Duty Station



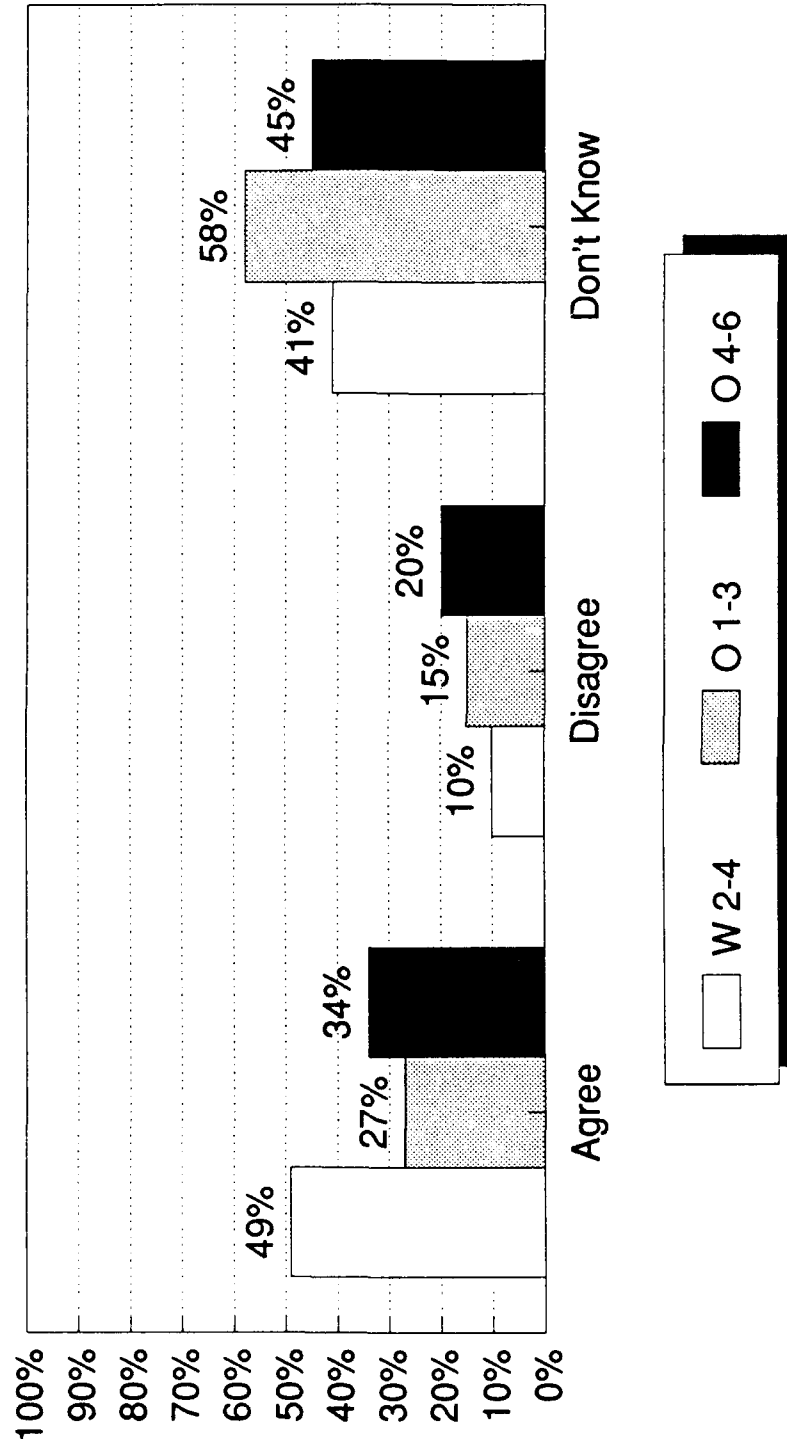
W 2-4, N = 164
O 1-3, N = 2565
O 4-6, N = 1402

(Q81) The Tuition Assistance Cap In The Voluntary Education Program (Navy Campus) Is Hurting Me



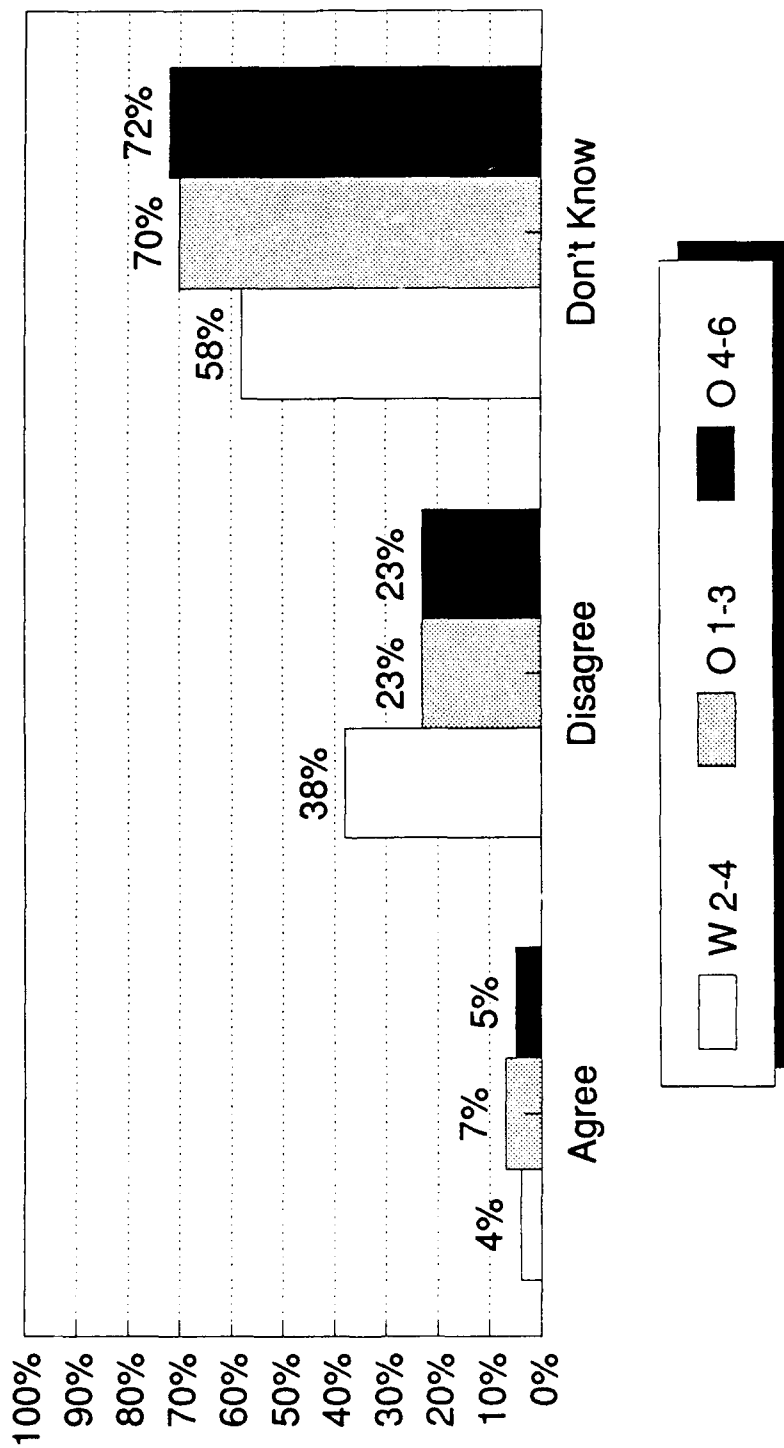
W 2-4, N = 93
O 1-3, N = 1264
O 4-6, N = 626

(Q82) I Have Been Satisfied With The Instructors Teaching Under The PACE Program



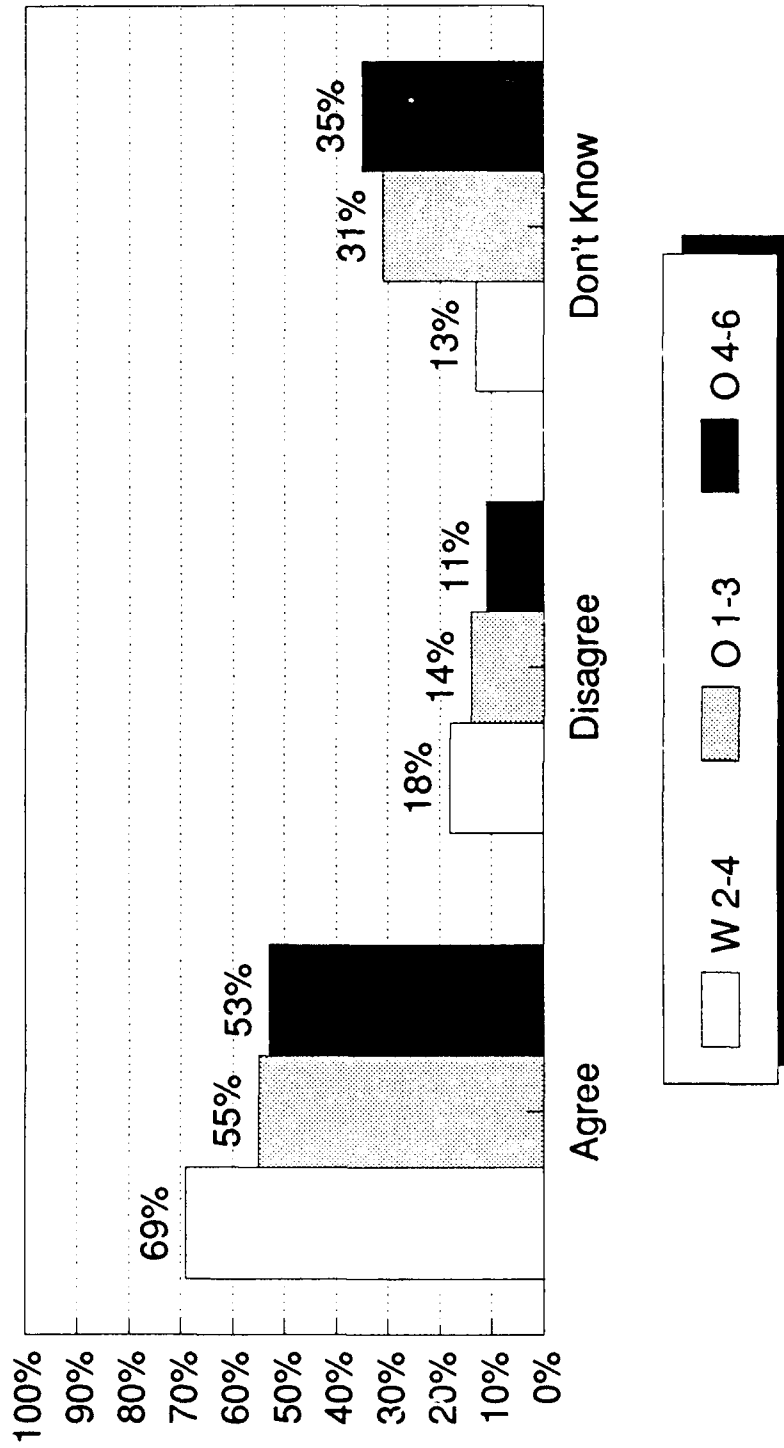
W 2-4, N = 92
O 1-3, N = 849
O 4-6, N = 497

(Q83) I Prefer Taking Courses By Computer Under The PACE II Program Rather Than Instructor-Based Courses



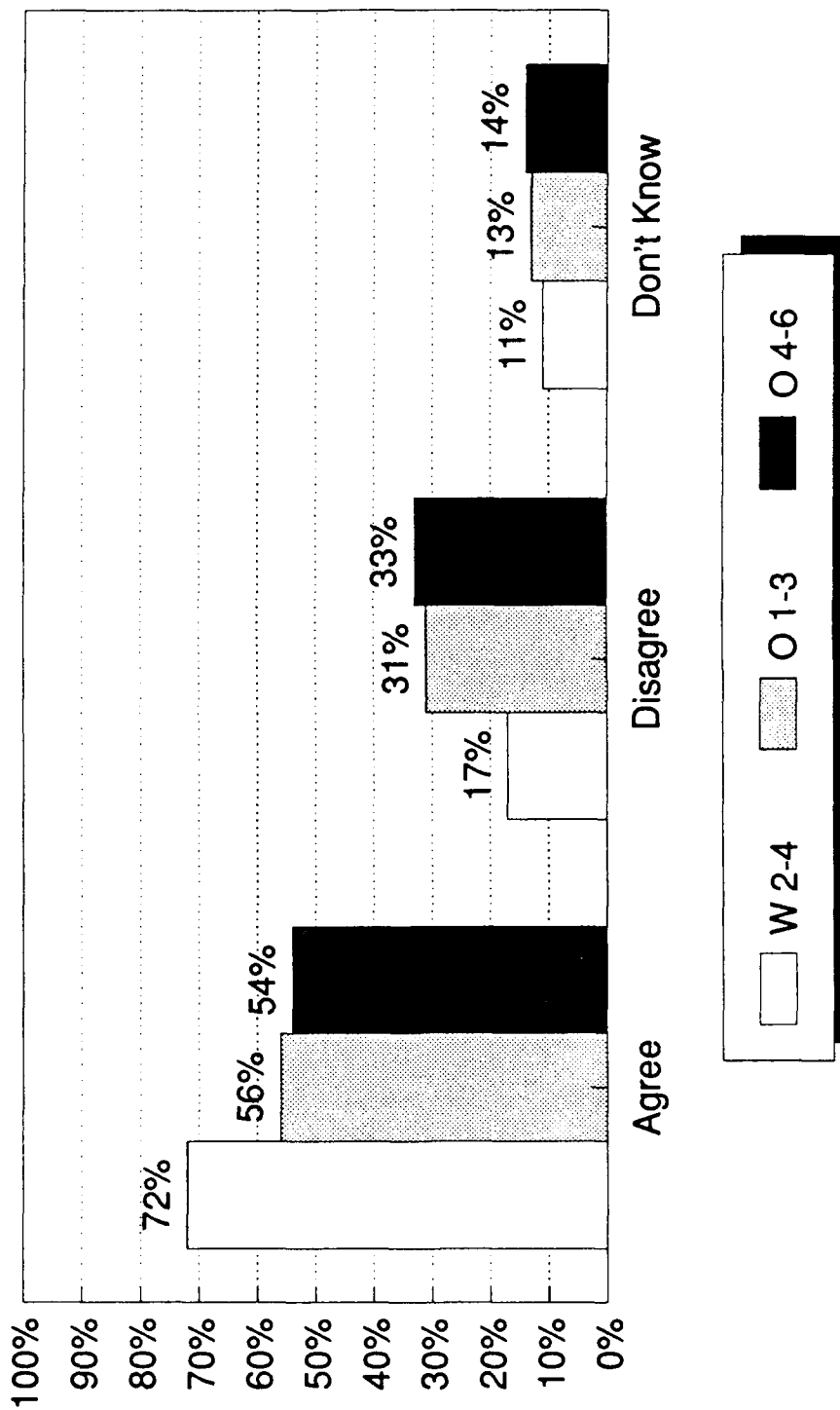
W 2-4, N = 95
O 1-3, N = 903
O 4-6, N = 474

(Q84) The Navy Campus Counselors Have Generally Been Available When I Needed Them



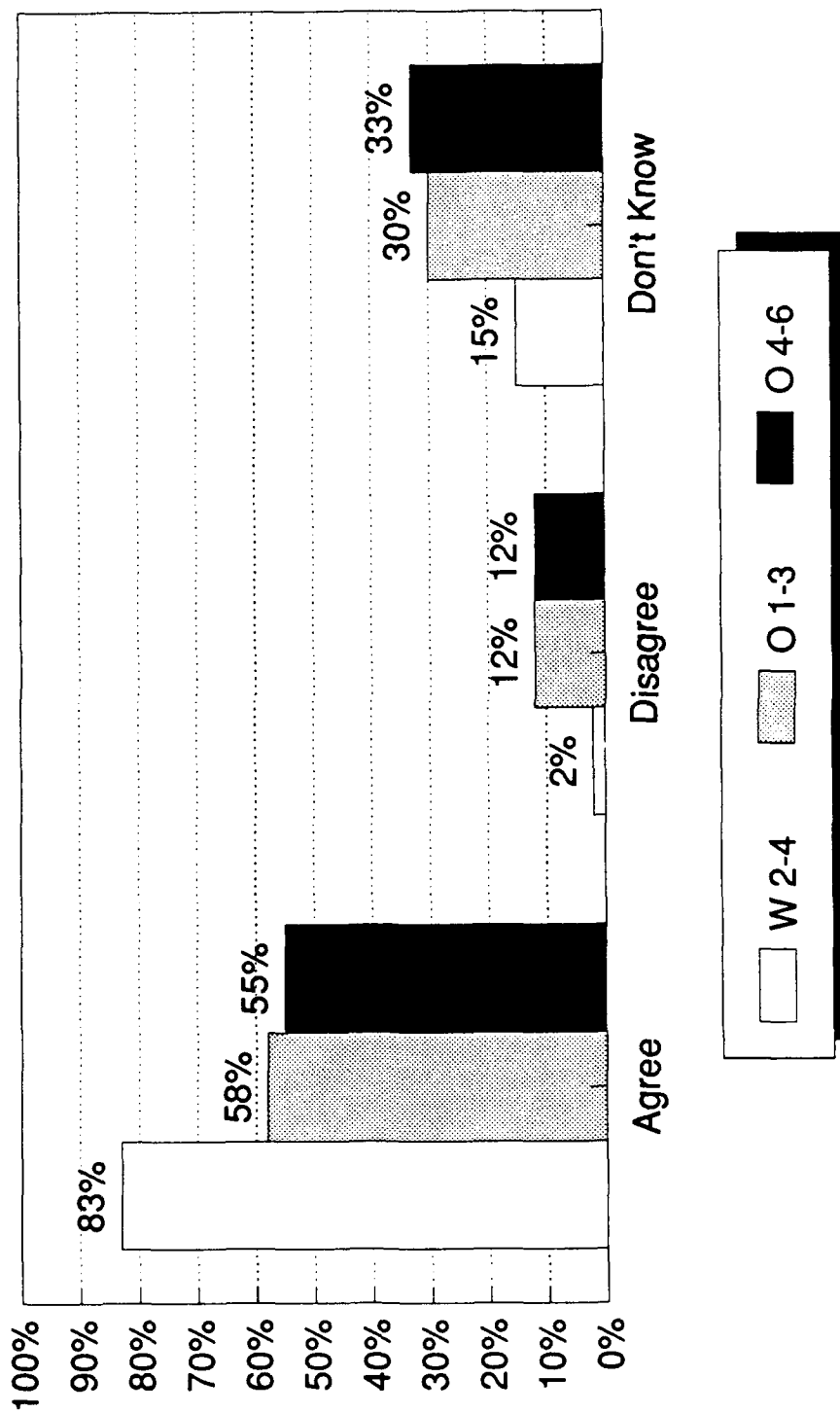
W 2-4, N = 141
O 1-3, N = 1426
O 4-6, N = 694

(Q85) I Understand My GI Bill (VEAP/EATP) Benefits



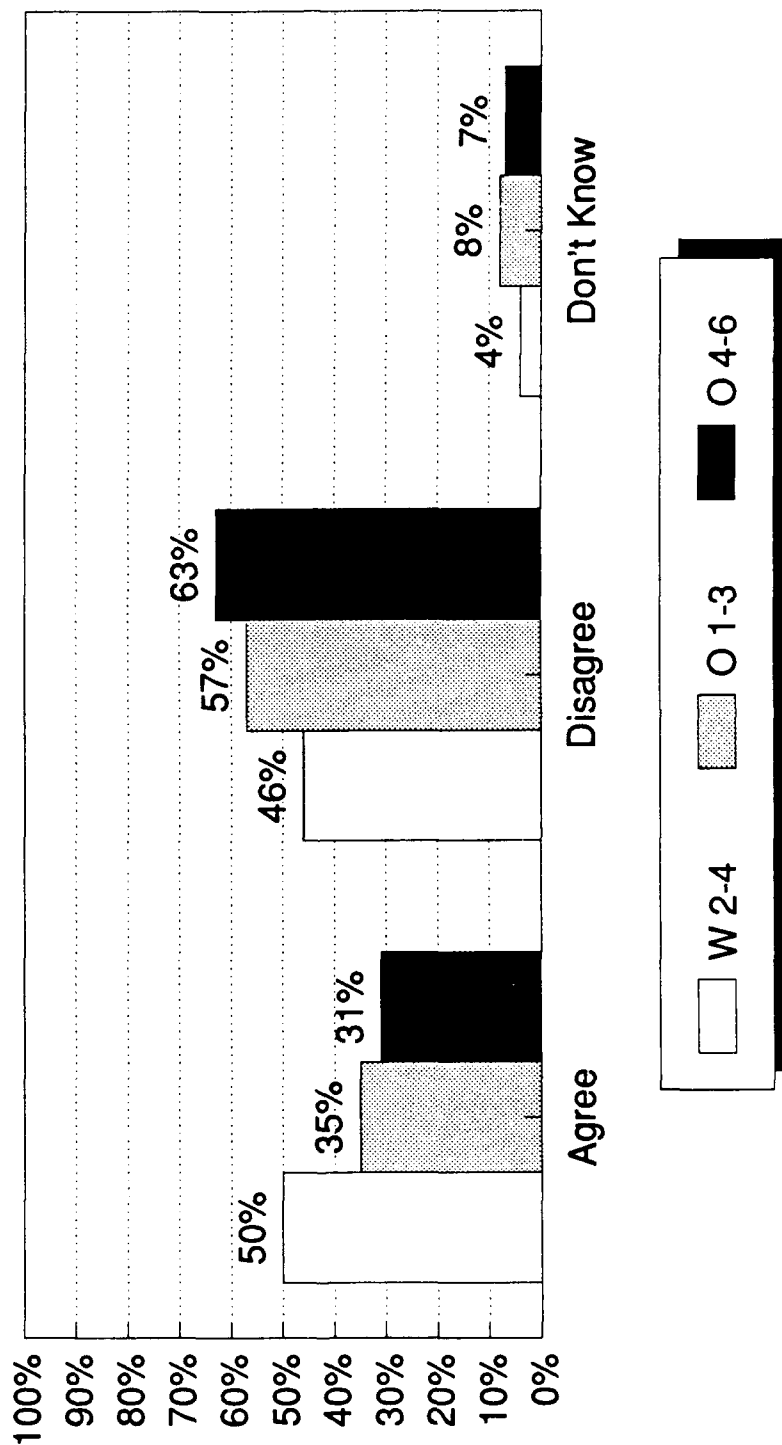
W 2-4, N = 176
O 1-3, N = 1894
O 4-6, N = 1462

(Q86) I Plan To Use My GI Bill (VEAP/EATP) Benefits In The Future



W 2-4, N = 174
O 1-3, N = 1693
O 4-6, N = 1391

(Q87) The Educational Benefits Of The GI Bill (VEAP/EATP) Were An Important Factor In My Decision To Enlist

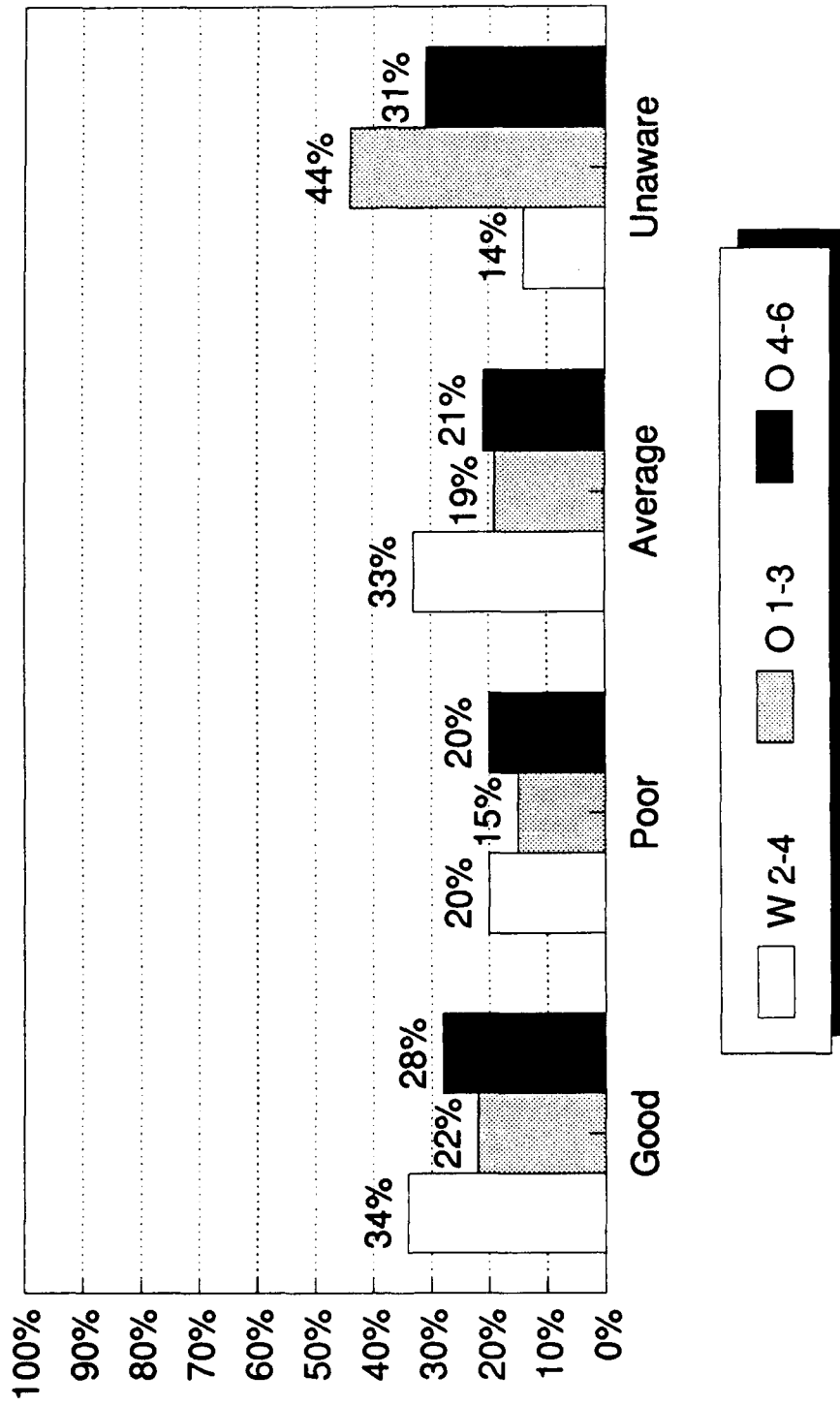


W 2-4, N = 158
O 1-3, N = 1466
O 4-6, N = 1059

(Q88) Use The Scale To Rate The Quality Of Family
Support Programs At Your Present Duty Station

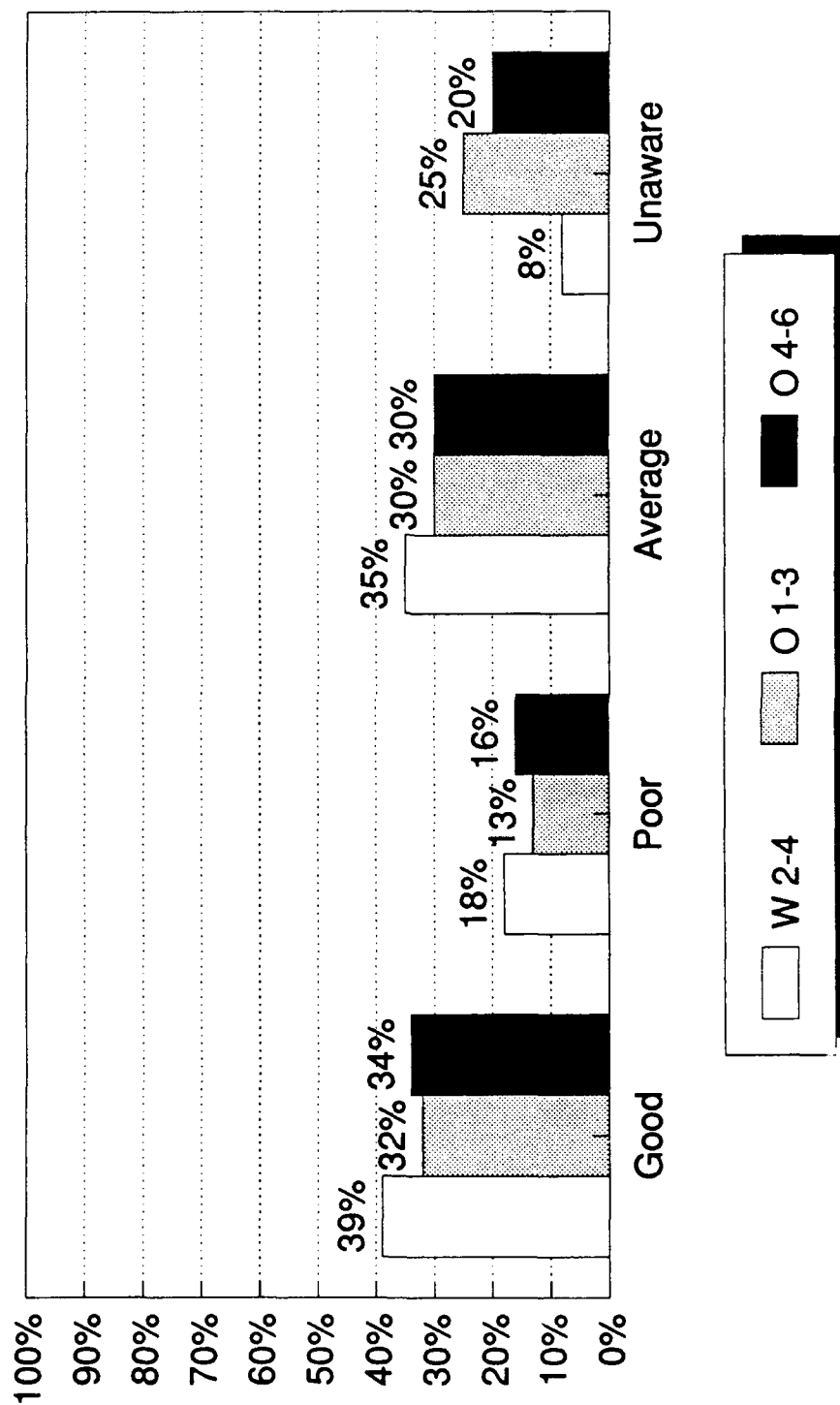
- a) Overseas Transfer Information Service
- b) Housing Referral Services
- c) Sponsor Program
- d) Family Service Center Relocation Assistance
- e) Personal Financial Management Education/ Counseling
- f) Family Service Ctr. Counseling (personal, fmly, marital)
- g) Family Member Employment Assistance
- h) Child Development Centers
- i) Family Home Care Programs (alternative child care)
- j) The Ombudsmen Network
- k) Deployment Support Programs
- l) Family Service Center Information and Referral Services
- m) Base-level Family Advocacy Programs
- n) Housing Management Services
- o) Family Service Centers - overall

a) Overseas Transfer Information Service (Personal Use)



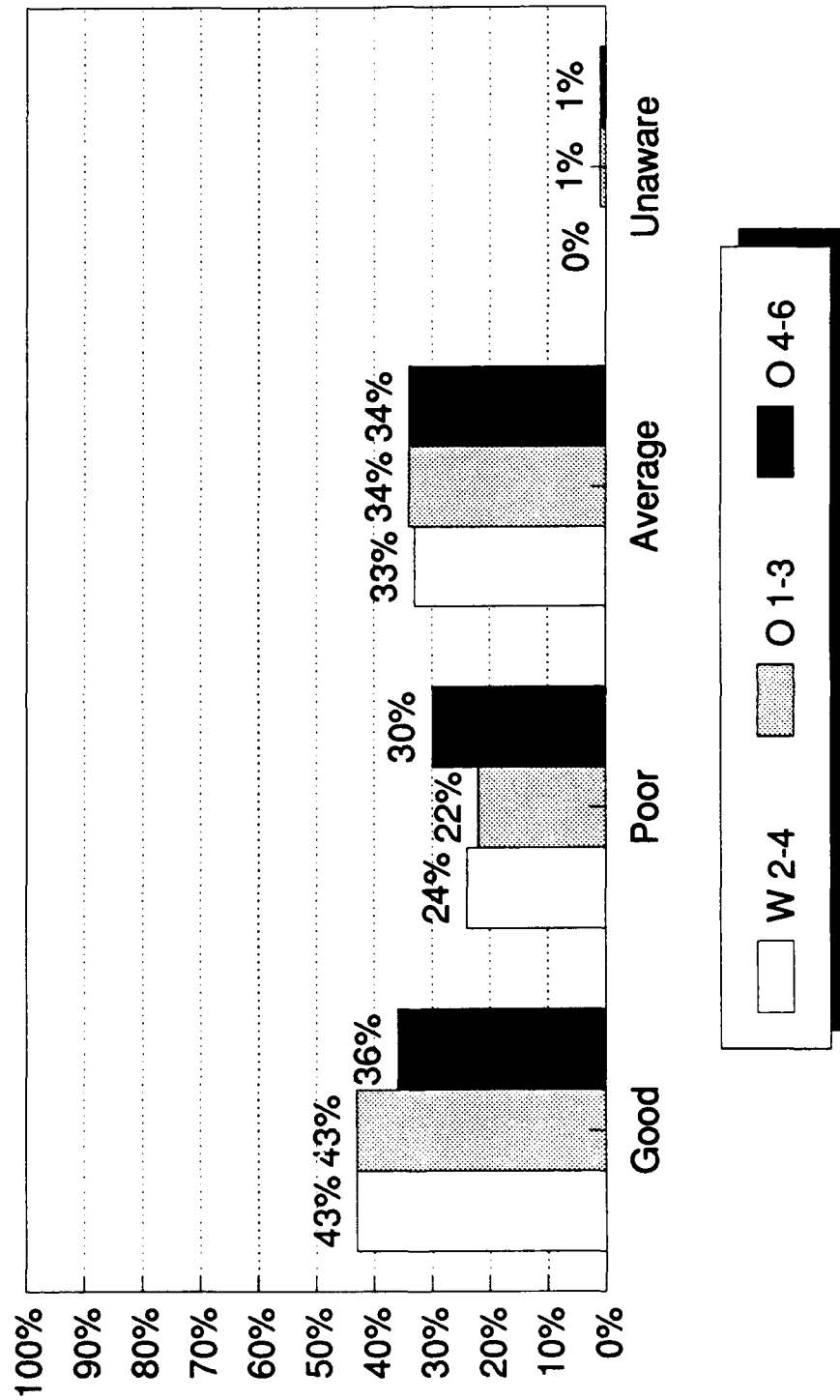
W 2-4, N = 66
O 1-3, N = 706
O 4-6, N = 497

a) Overseas Transfer Information Service (As A Supervisor/Leader)



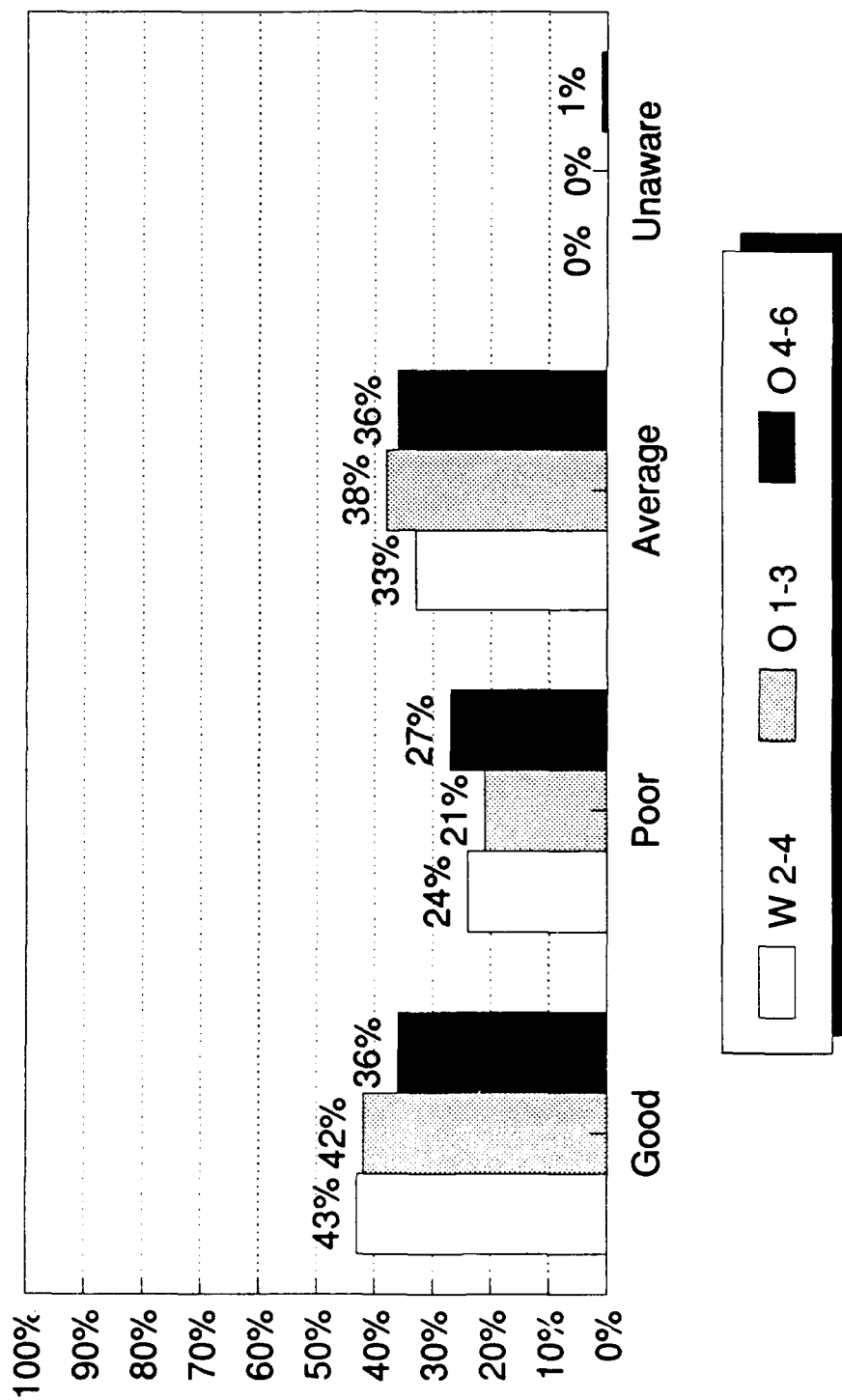
W 2-4, N = 80
O 1-3, N = 744
O 4-6, N = 589

b) Housing Referral Services (Personal Use)



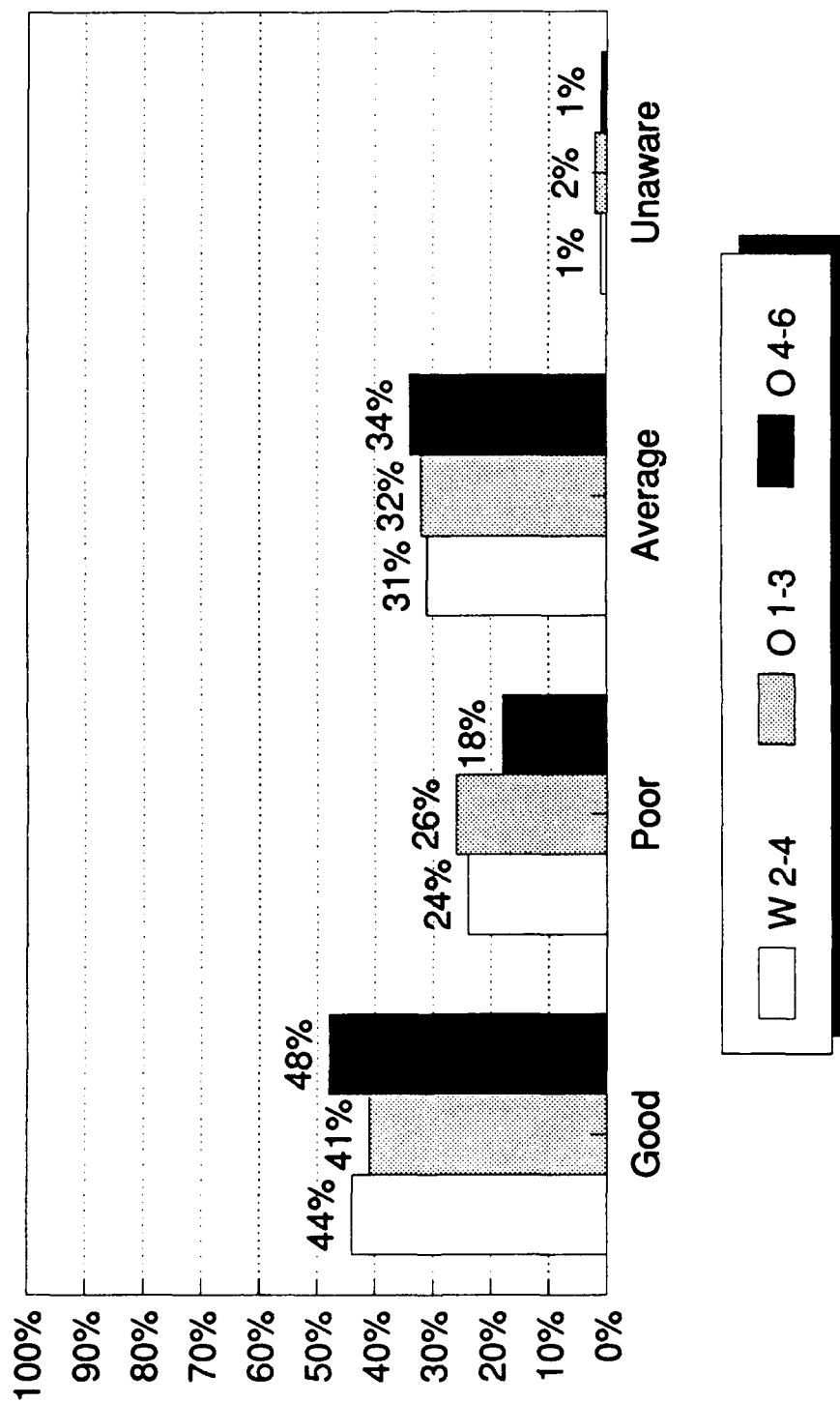
W 2-4, N = 130
O 1-3, N = 2057
O 4-6, N = 1096

b) Housing Referral Services (As A Supervisor/Leader)



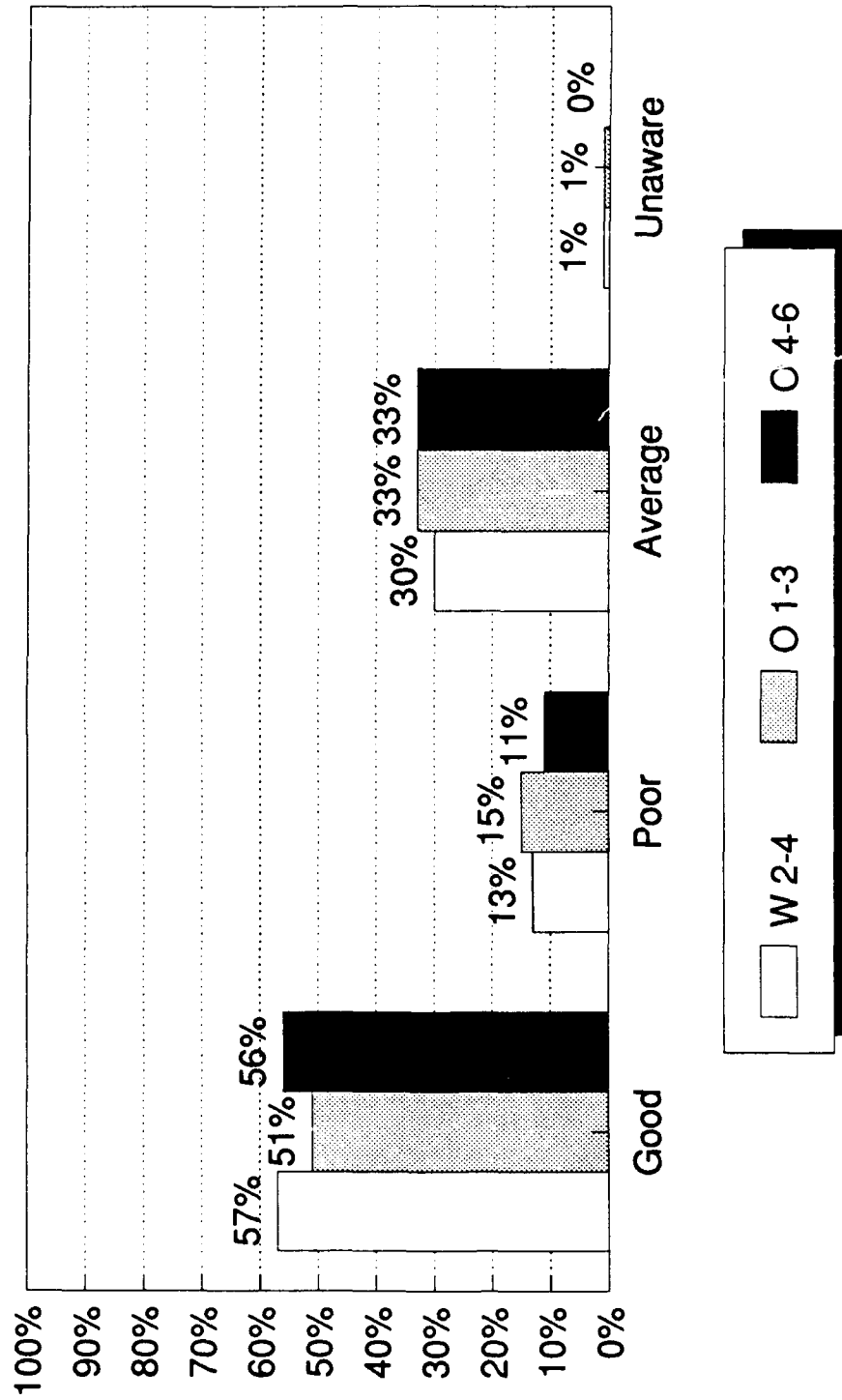
W 2-4, N = 121
O 1-3, N = 1381
O 4-6, N = 934

c) Sponsor Program (Personal Use)



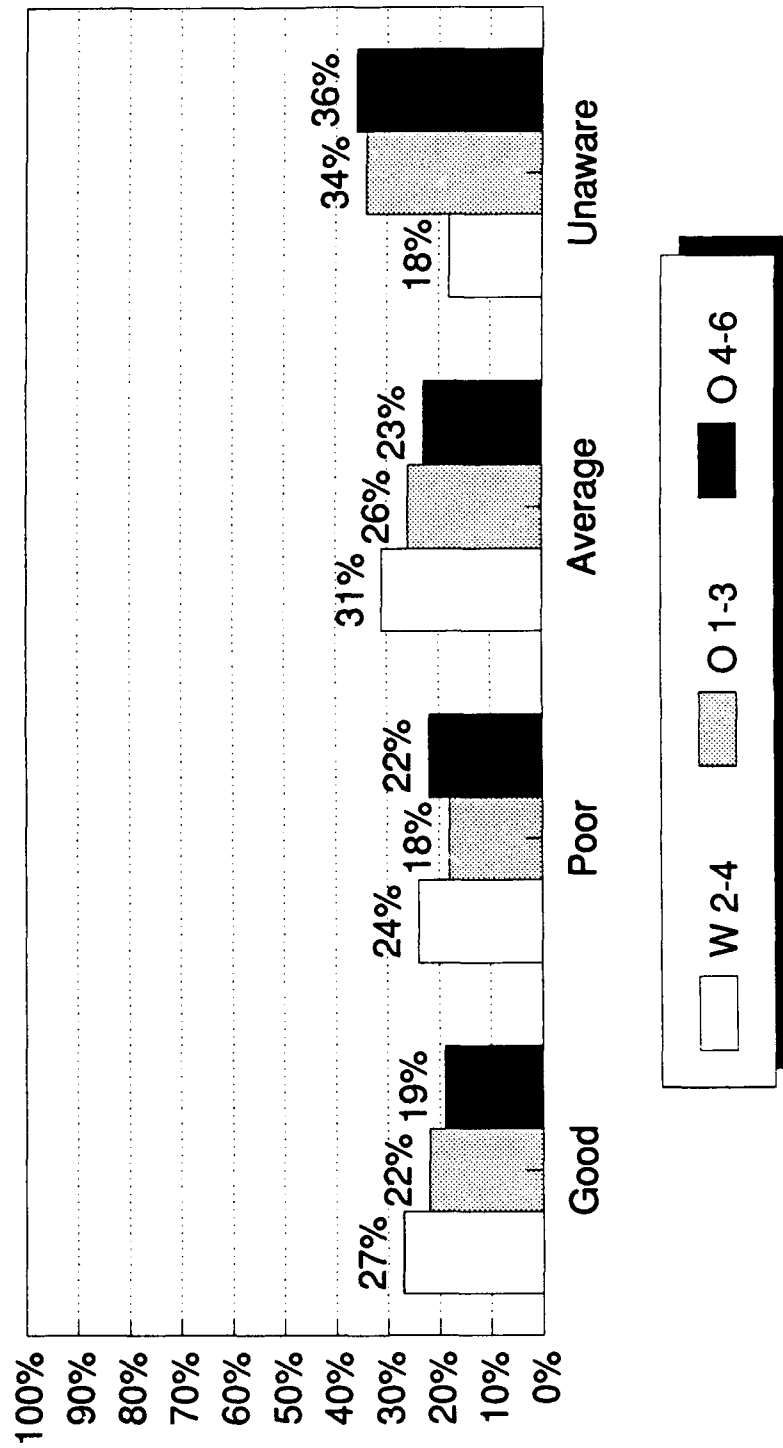
W 2-4, N = 142
O 1-3, N = 2144
O 4-6, N = 1352

c) Sponsor Program (As A Supervisor/Leader)



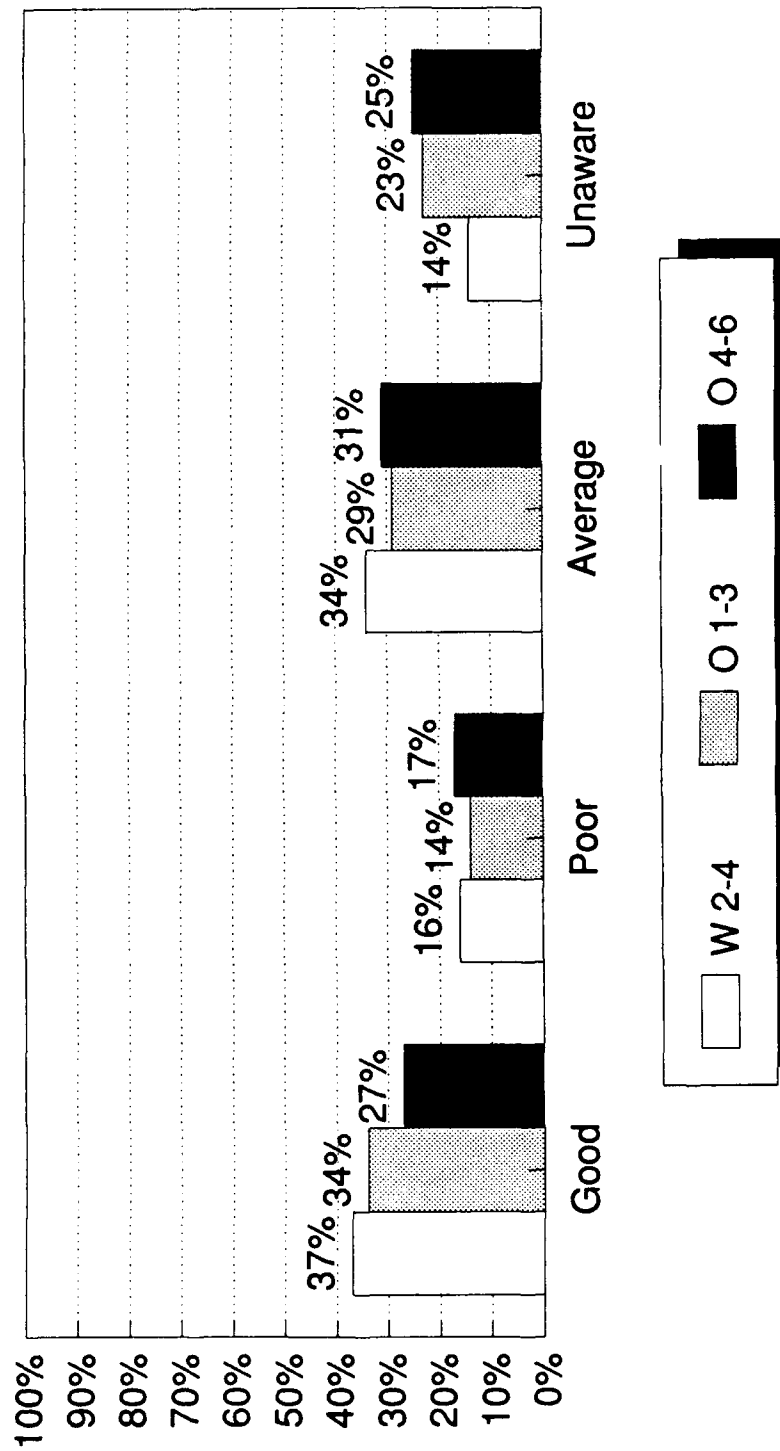
W 2-4, N = 140
O 1-3, N = 1620
O 4-6, N = 1153

d) Family Service Center Relocation Assistance (Personal Use)



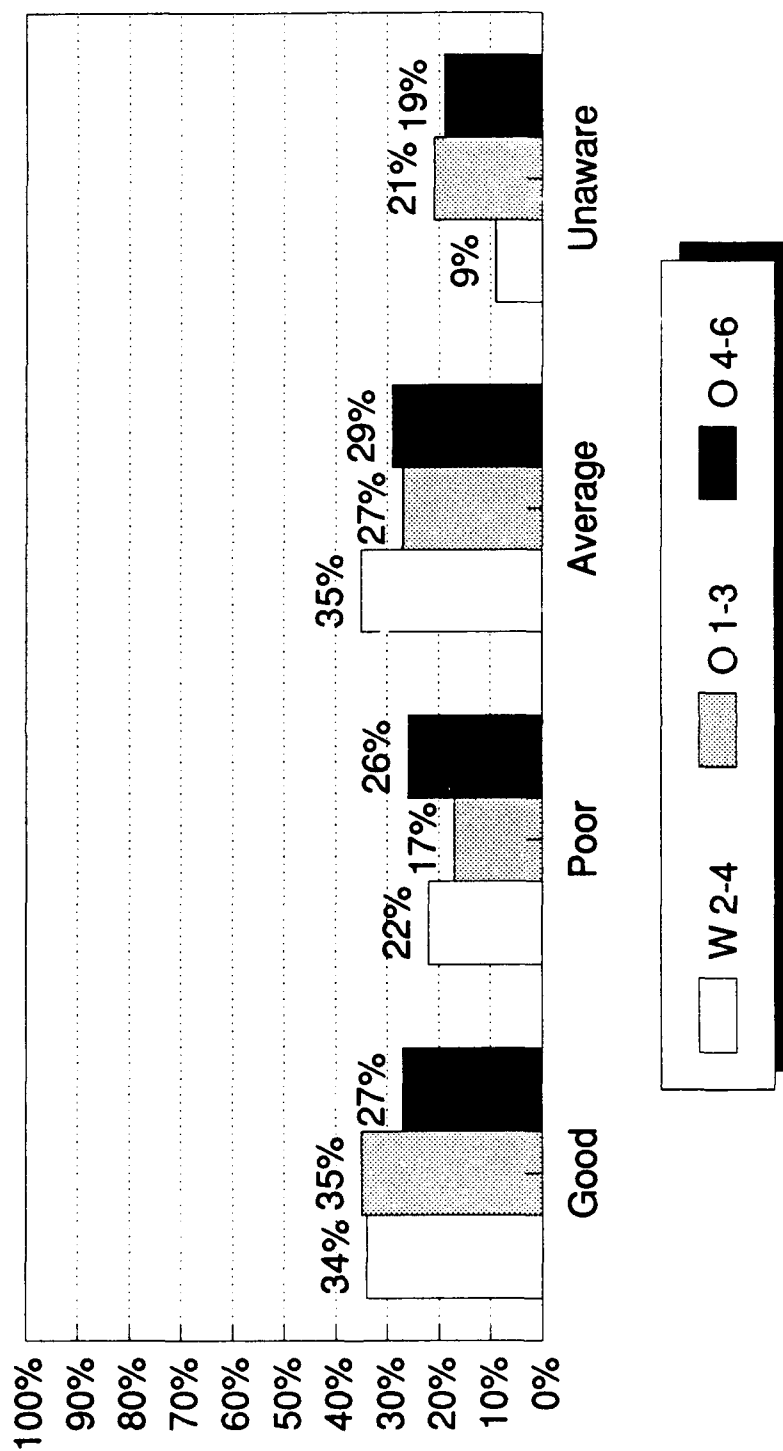
W 2-4, N = 67
O 1-3, N = 838
O 4-6, N = 506

d) Family Service Center Relocation Assistance (As A Supervisor/Leader)



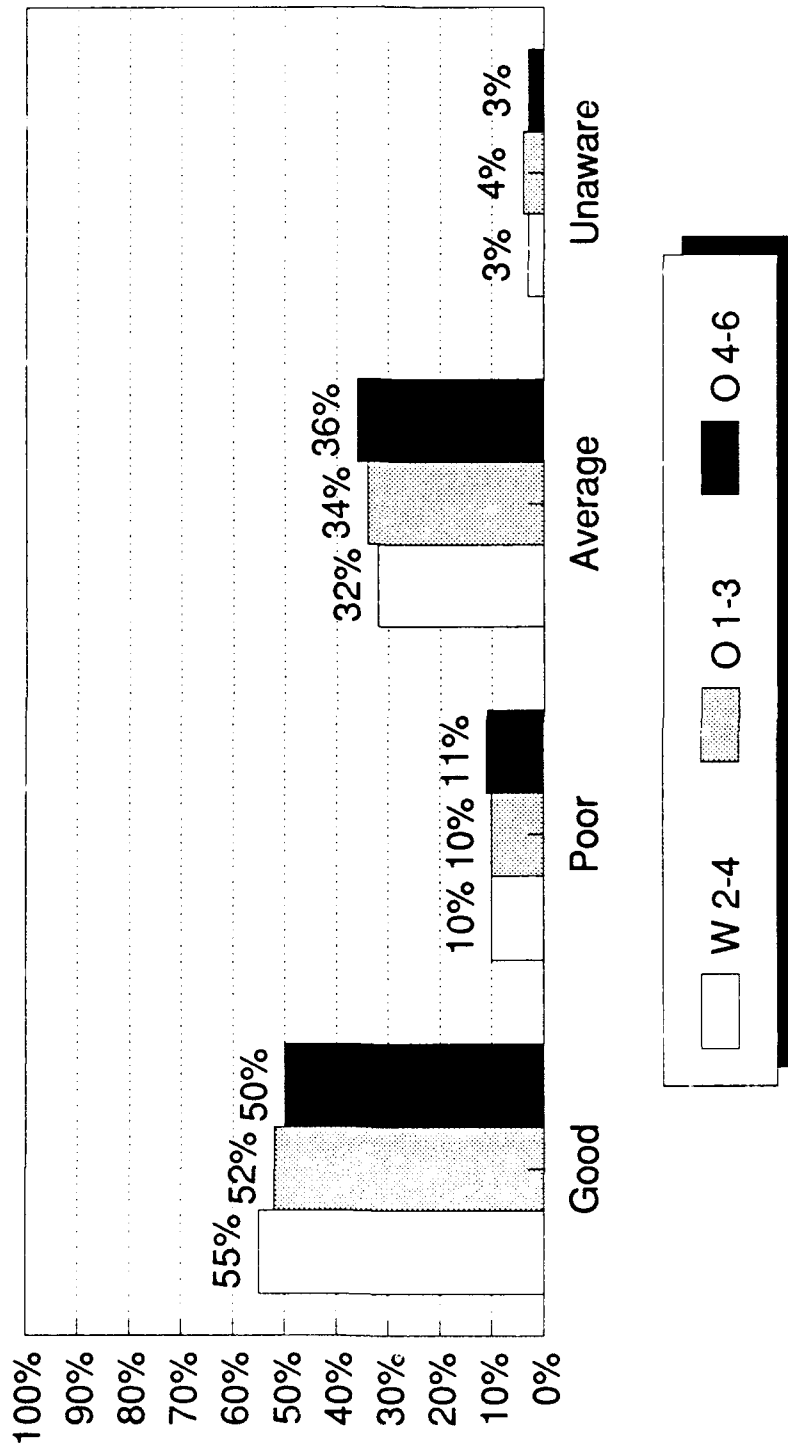
W 2-4, N = 88
O 1-3, N = 831
O 4-6, N = 591

e) Personal Financial Management Education/Counseling (Personal Use)



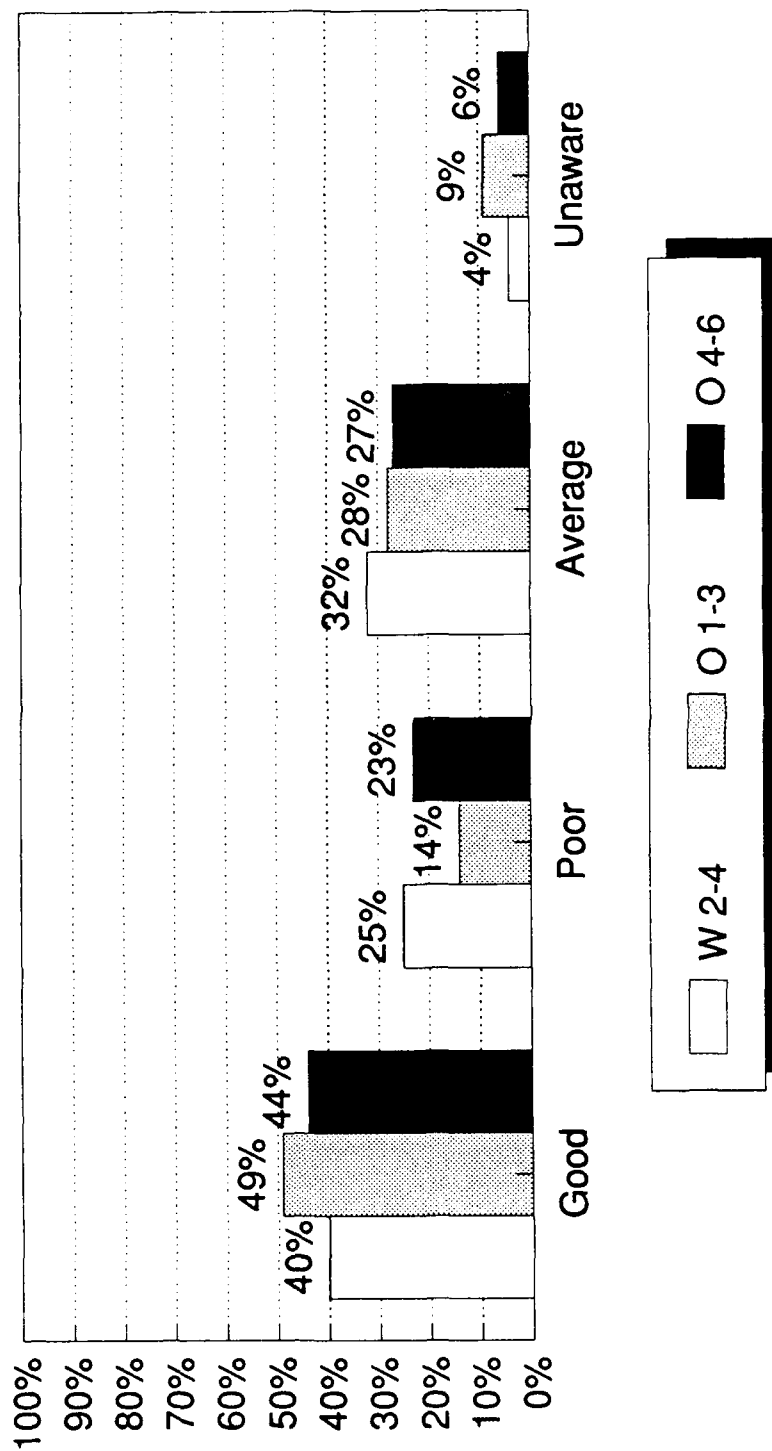
W 2-4, N = 44
O 1-3, N = 545
O 4-6, N = 275

e) Personal Financial Management Education/Counseling (As A Supervisor/Leader)



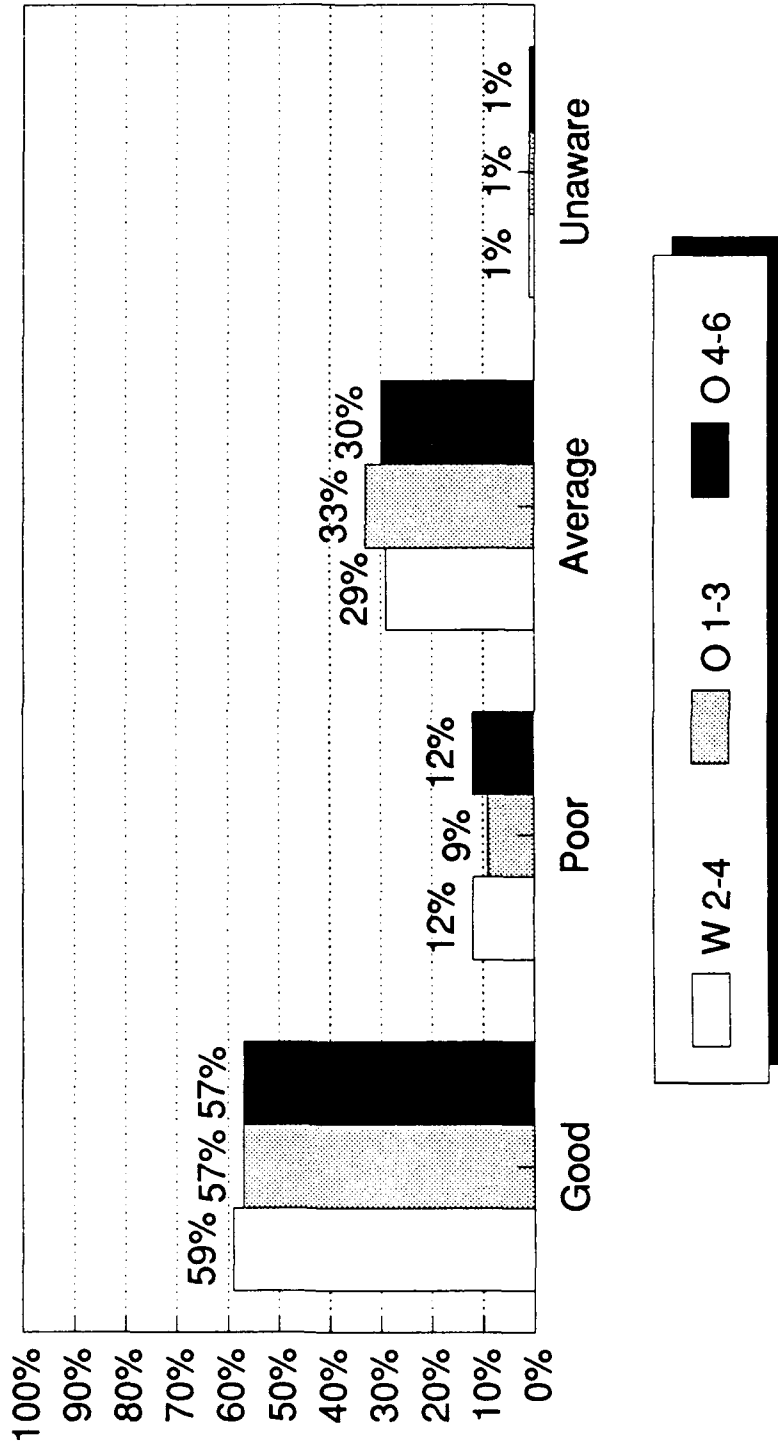
W 2-4, N = 109
O 1-3, N = 1304
O 4-6, N = 809

f) Family Service Center Counseling (Personal, Family, Marital) (Personal Use)



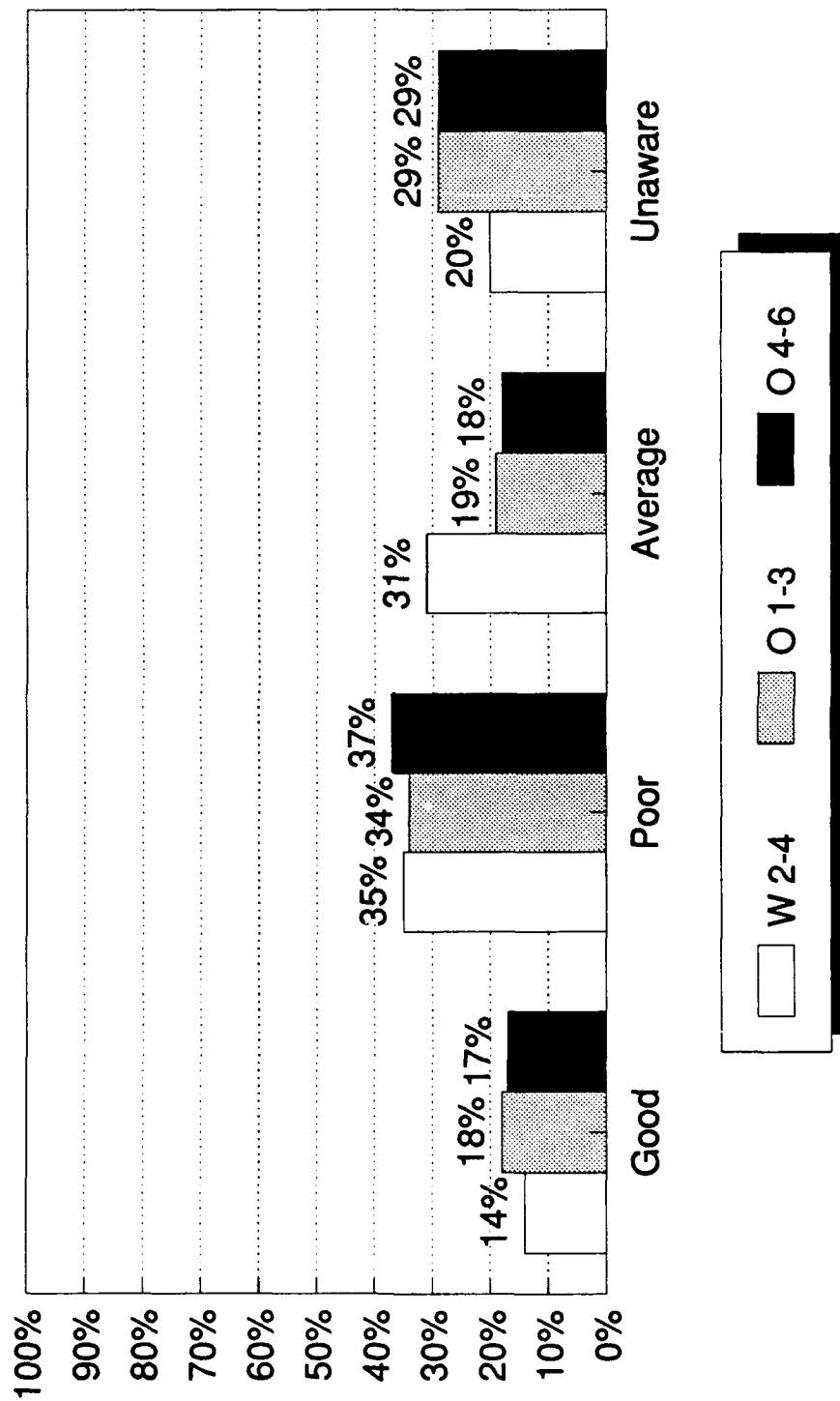
W 2-4, N = 43
O 1-3, N = 507
O 4-6, N = 294

f) Family Service Center Counseling (Personal, Family, Marital) (As A Supervisor/Leader)



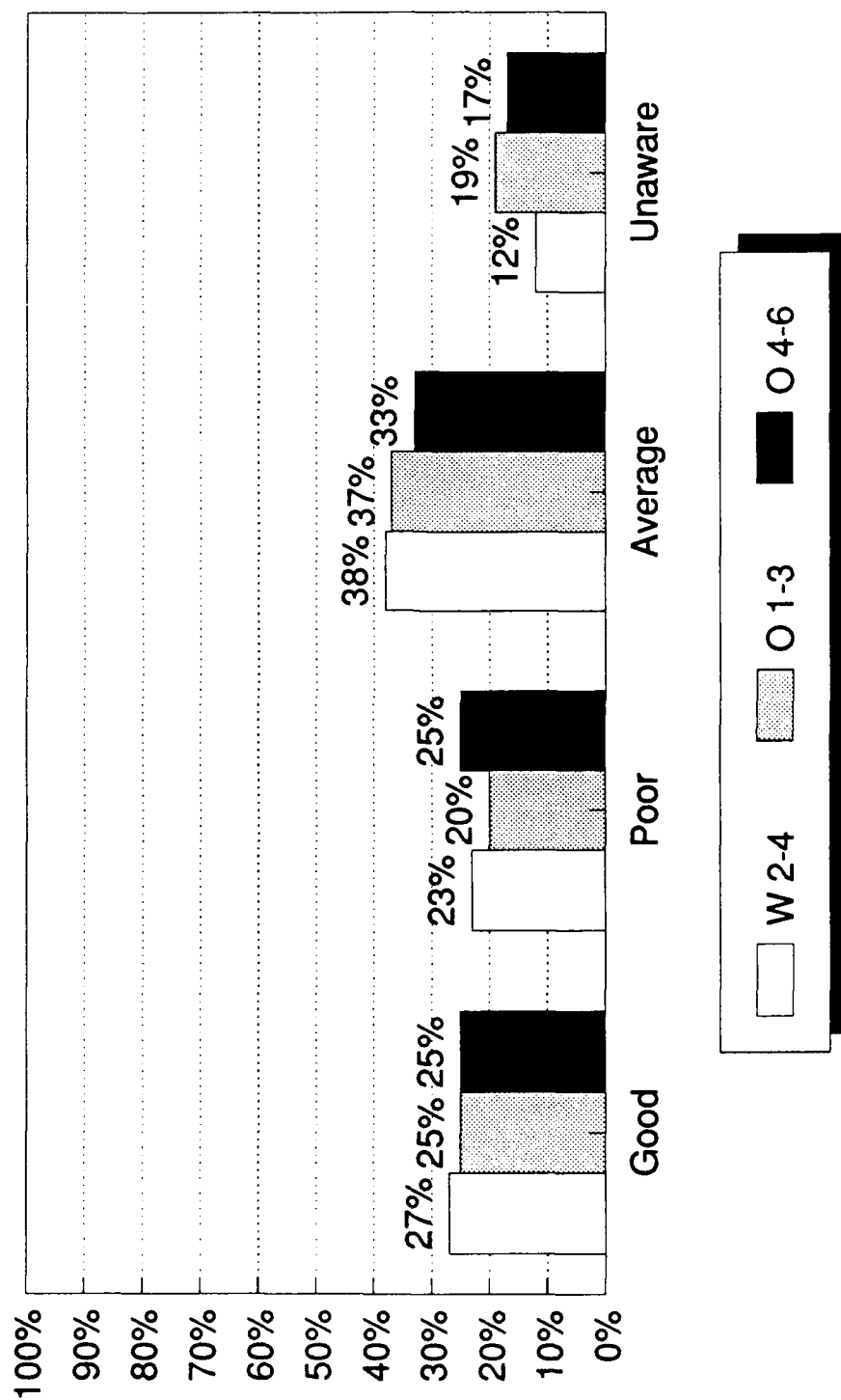
W 2-4, N = 118
O 1-3, N = 1384
O 4-6, N = 938

g) Family Member Employment Assistance (Personal Use)



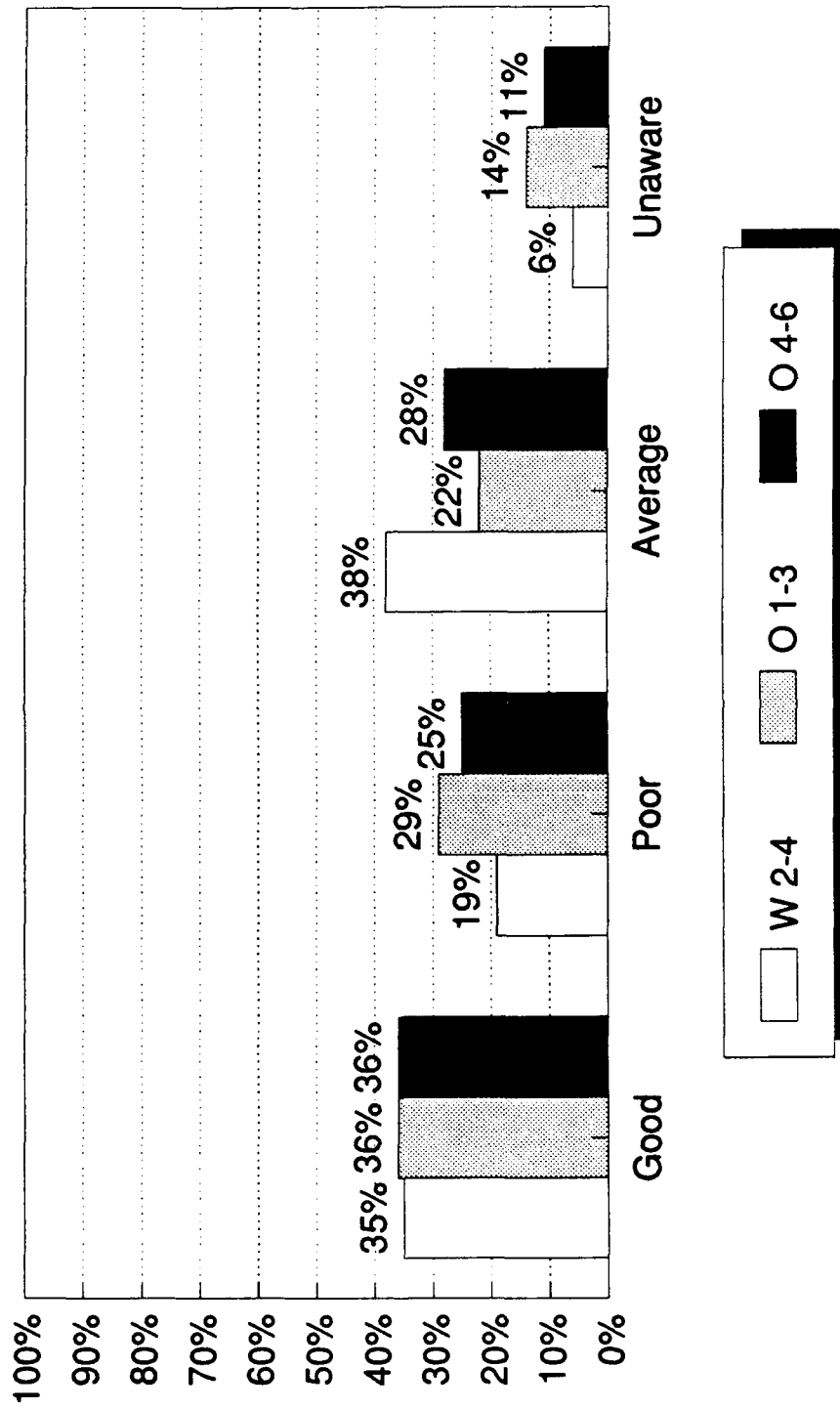
W 2-4, N = 50
O 1-3, N = 598
O 4-6, N = 338

g) Family Member Employment Assistance (As A Supervisor/Leader)



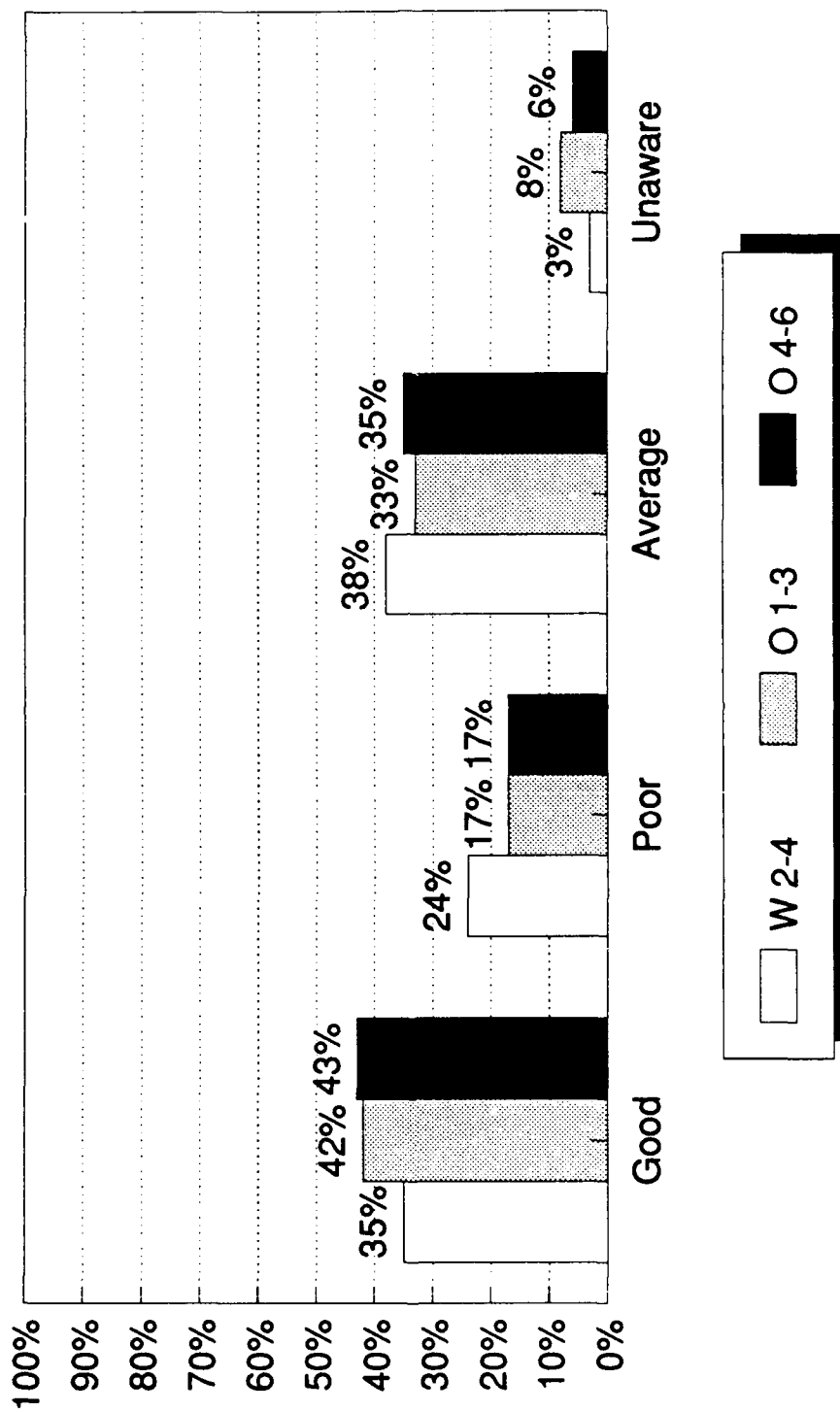
W 2-4, N = 64
O 1-3, N = 757
O 4-6, N = 515

h) Child Development Centers (Personal Use)



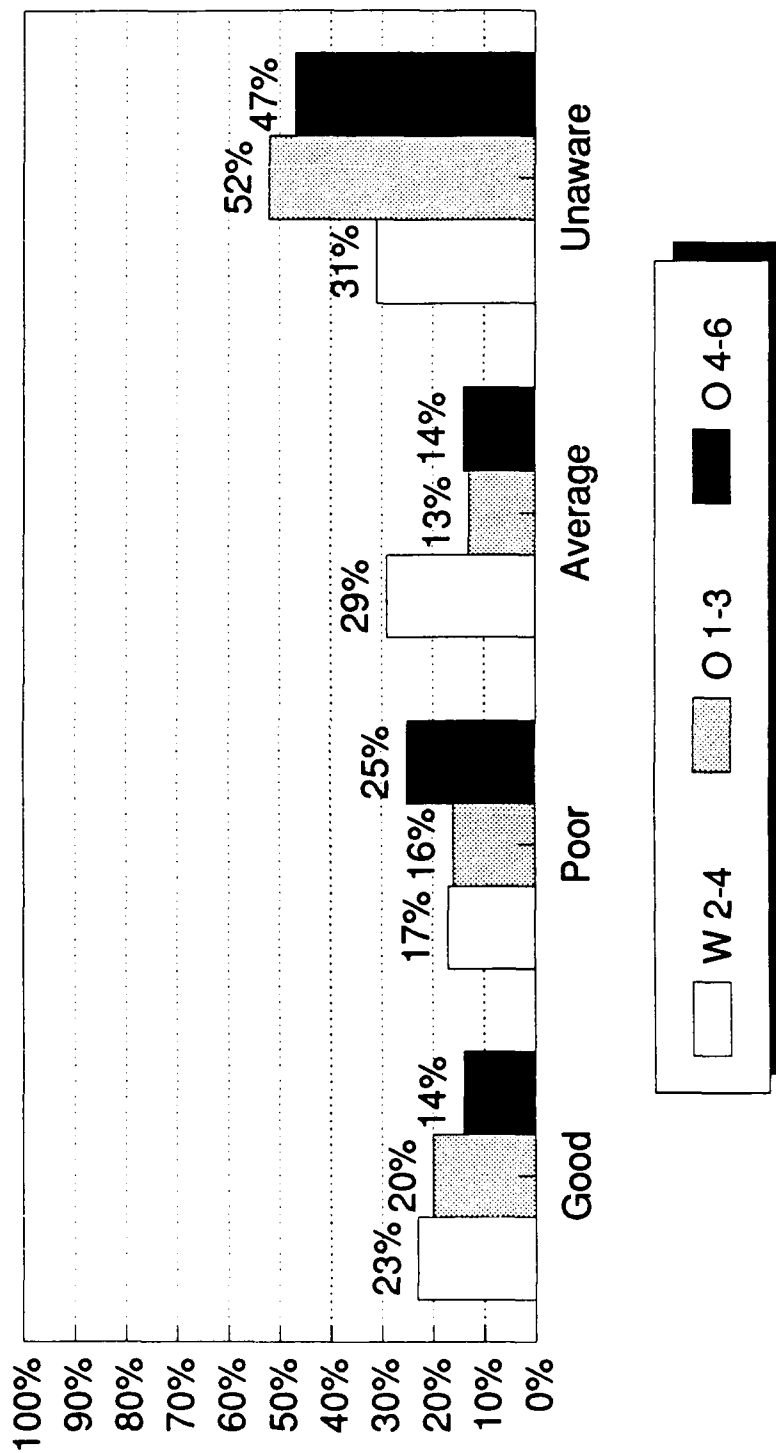
W 2-4, N = 36
O 1-3, N = 571
O 4-6, N = 396

h) Child Development Centers (As A Supervisor/Leader)



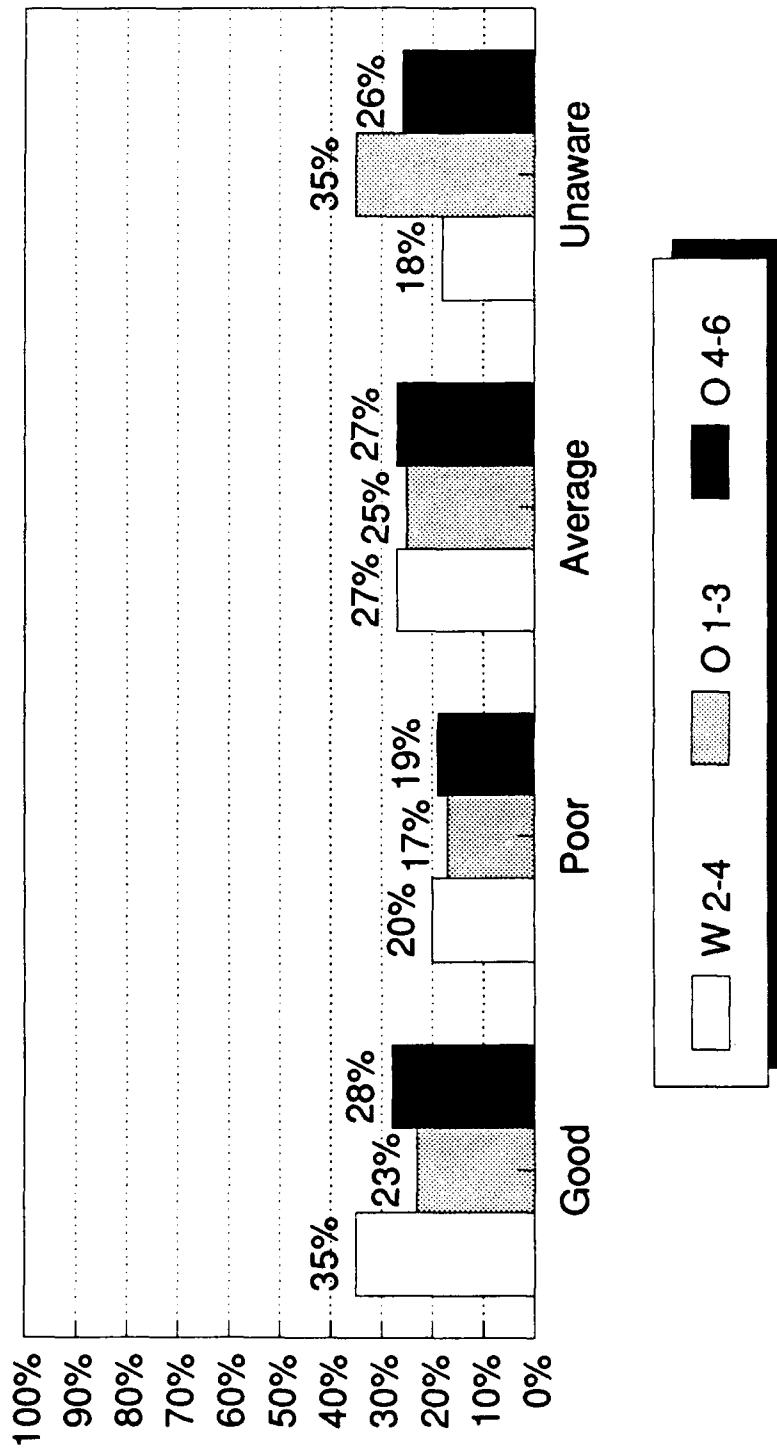
W 2-4, N = 69
O 1-3, N = 871
O 4-6, N = 651

i) Family Home Care Programs (Alternative Child Care) (Personal Use)



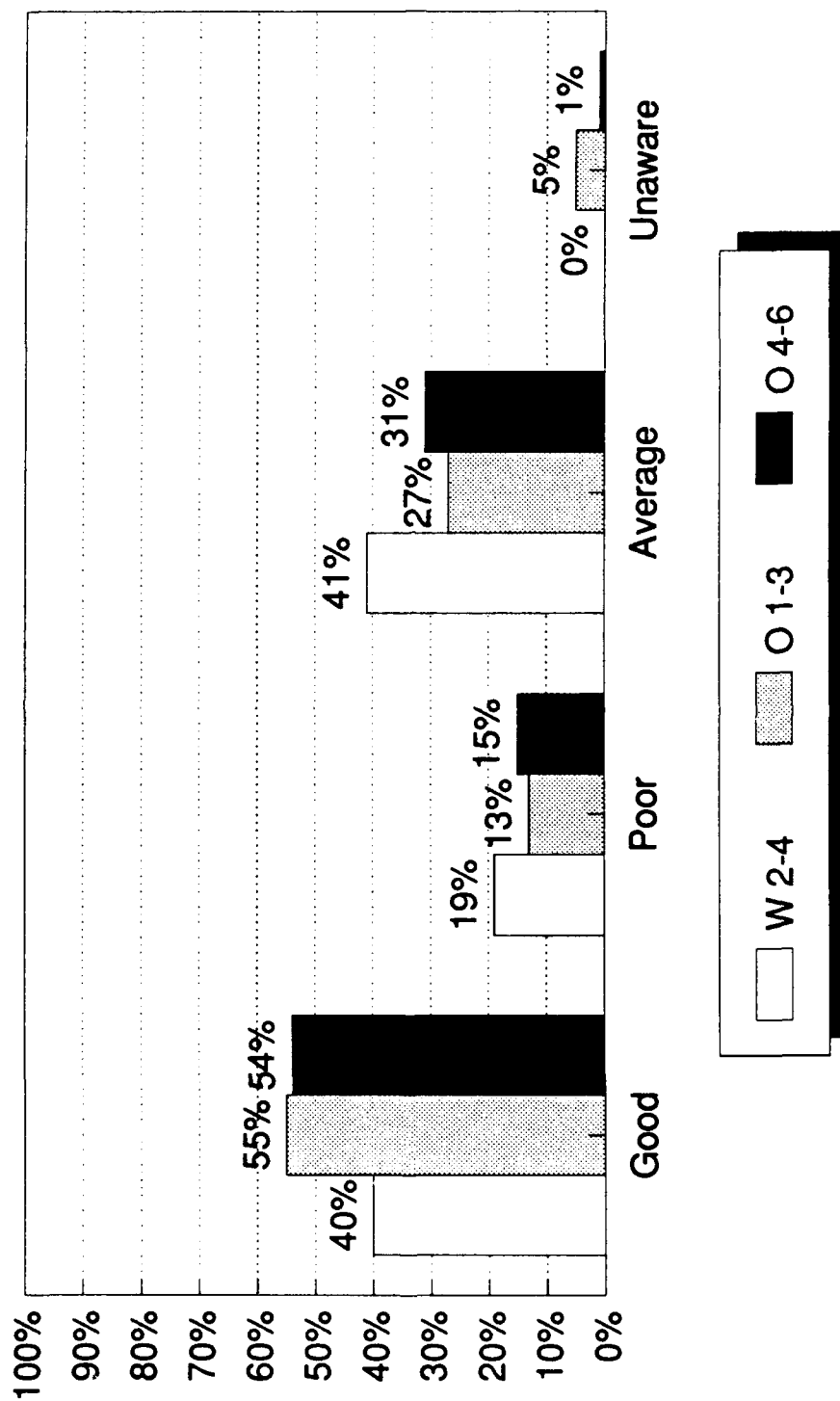
W 2-4, N = 37
O 1-3, N = 510
O 4-6, N = 283

i) Family Home Care Programs (Alternative Child Care) (As A Supervisor/Leader)



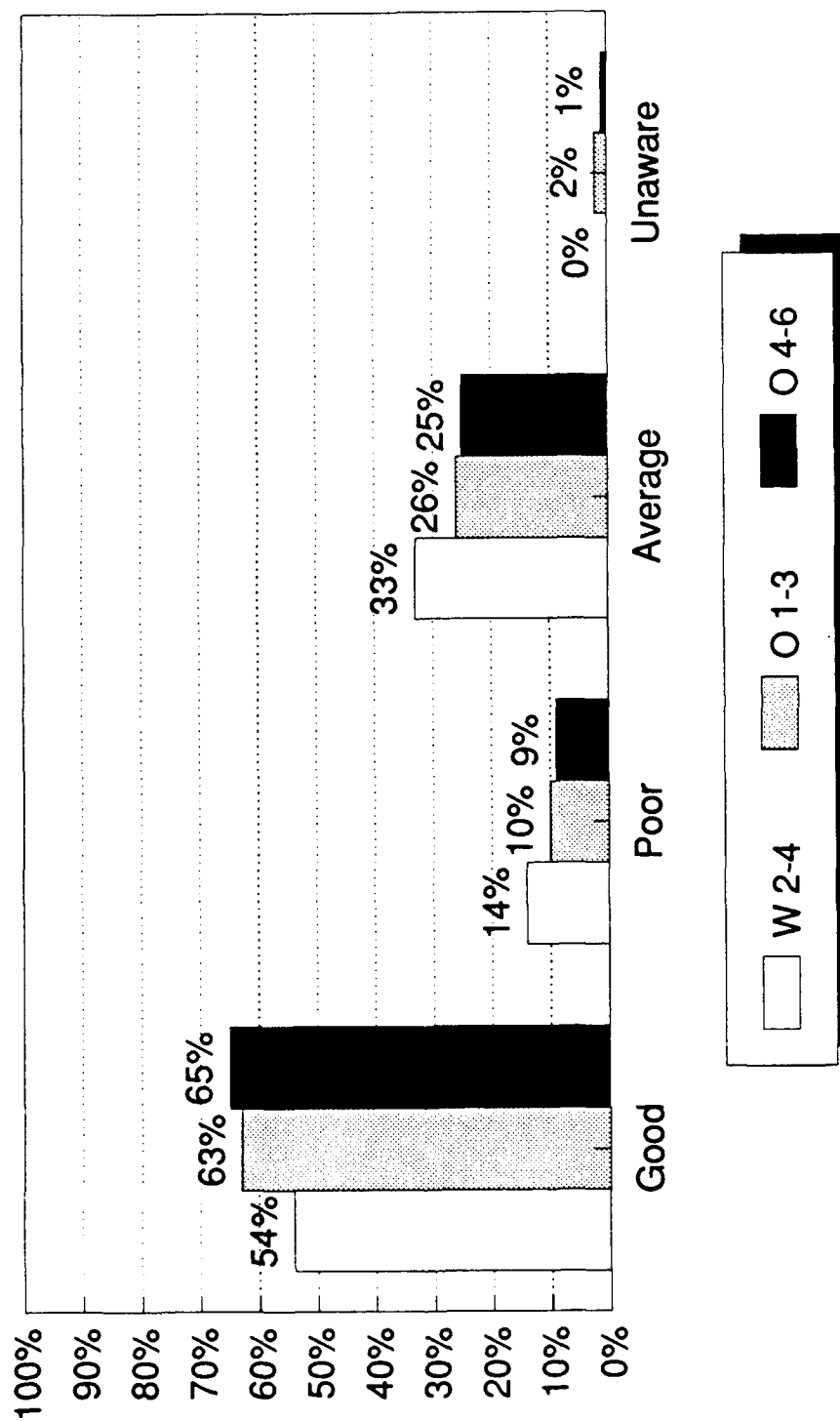
W 2-4, N = 64
O 1-3, N = 665
O 4-6, N = 461

j) The Ombudsmen Network (Personal Use)



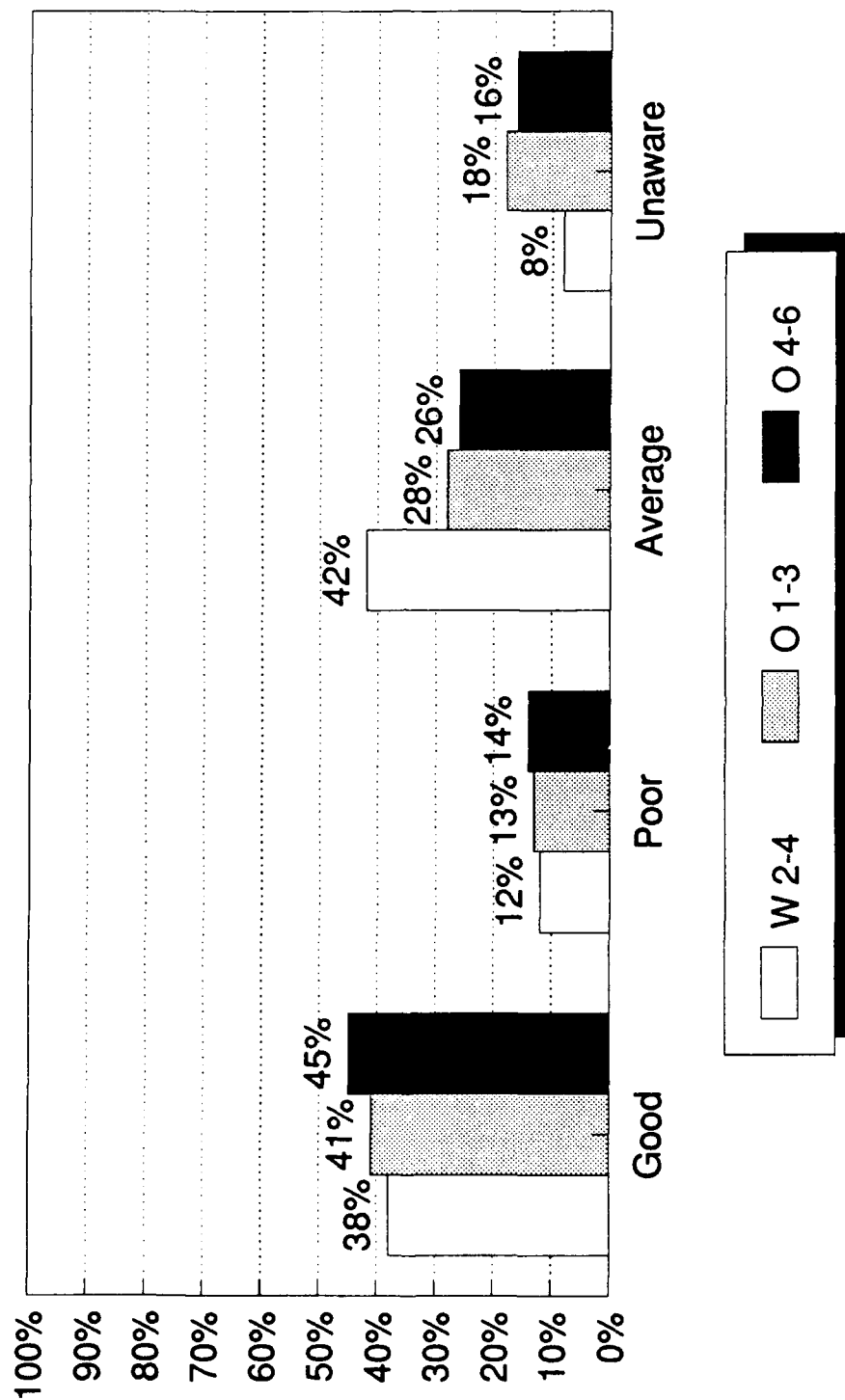
W 2-4, N = 96
O 1-3, N = 1182
O 4-6, N = 699

j) The Ombudsmen Network (As A Supervisor/Leader)



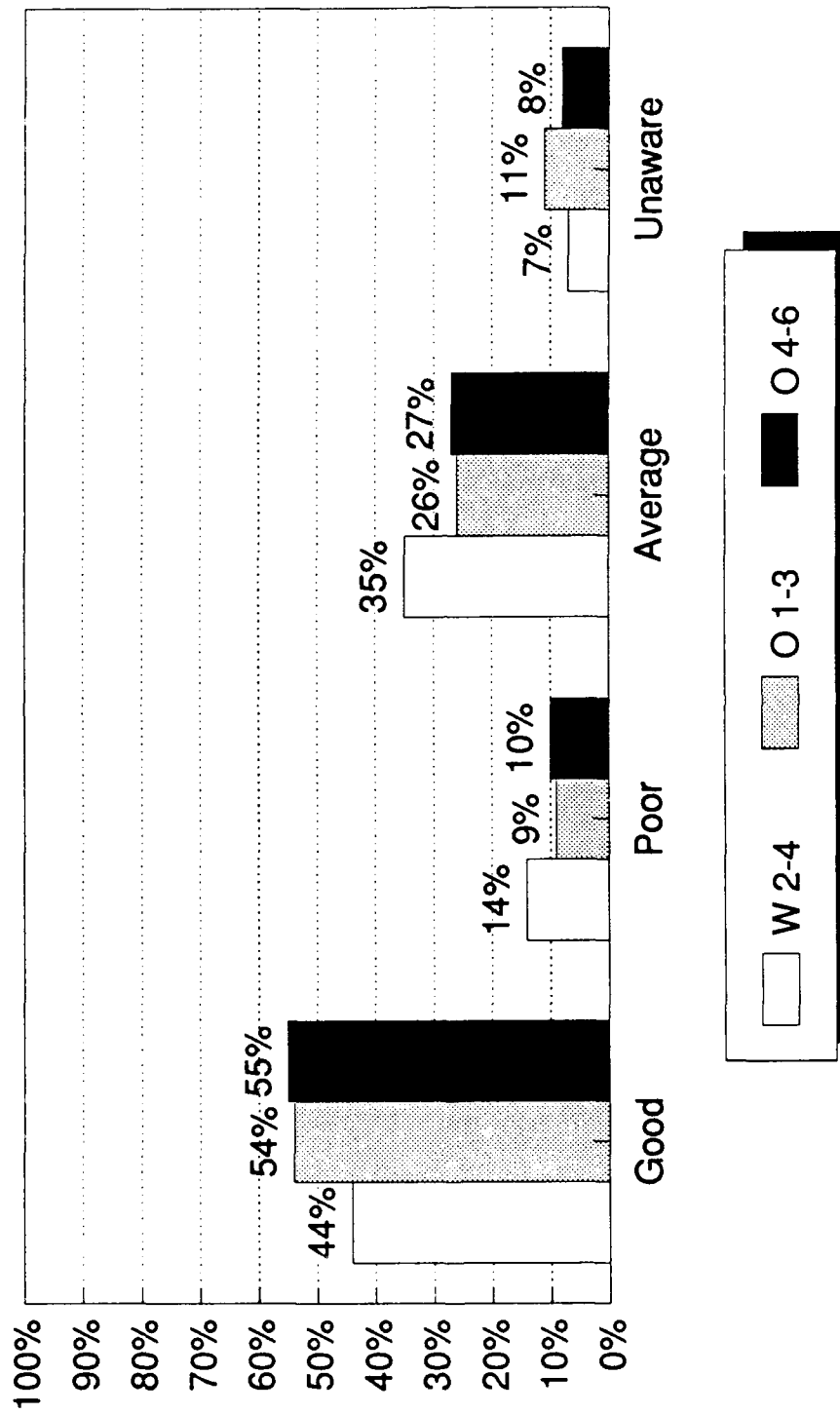
W 2-4, N = 122
O 1-3, N = 1438
O 4-6, N = 957

k) Deployment Support Programs (Personal Use)



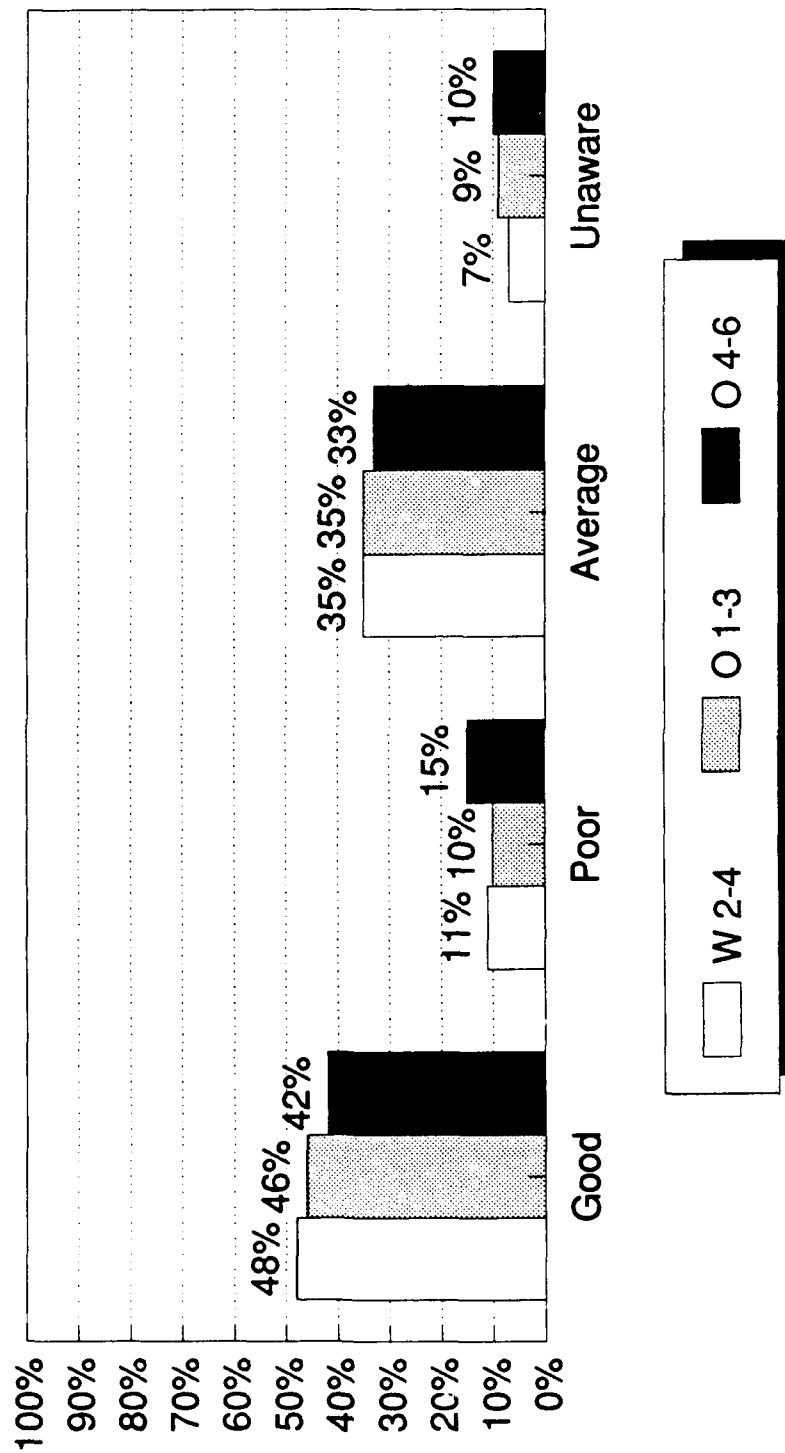
W 2-4, N = 64
O 1-3, N = 933
O 4-6, N = 510

k) Deployment Support Programs (As A Supervisor/Leader)



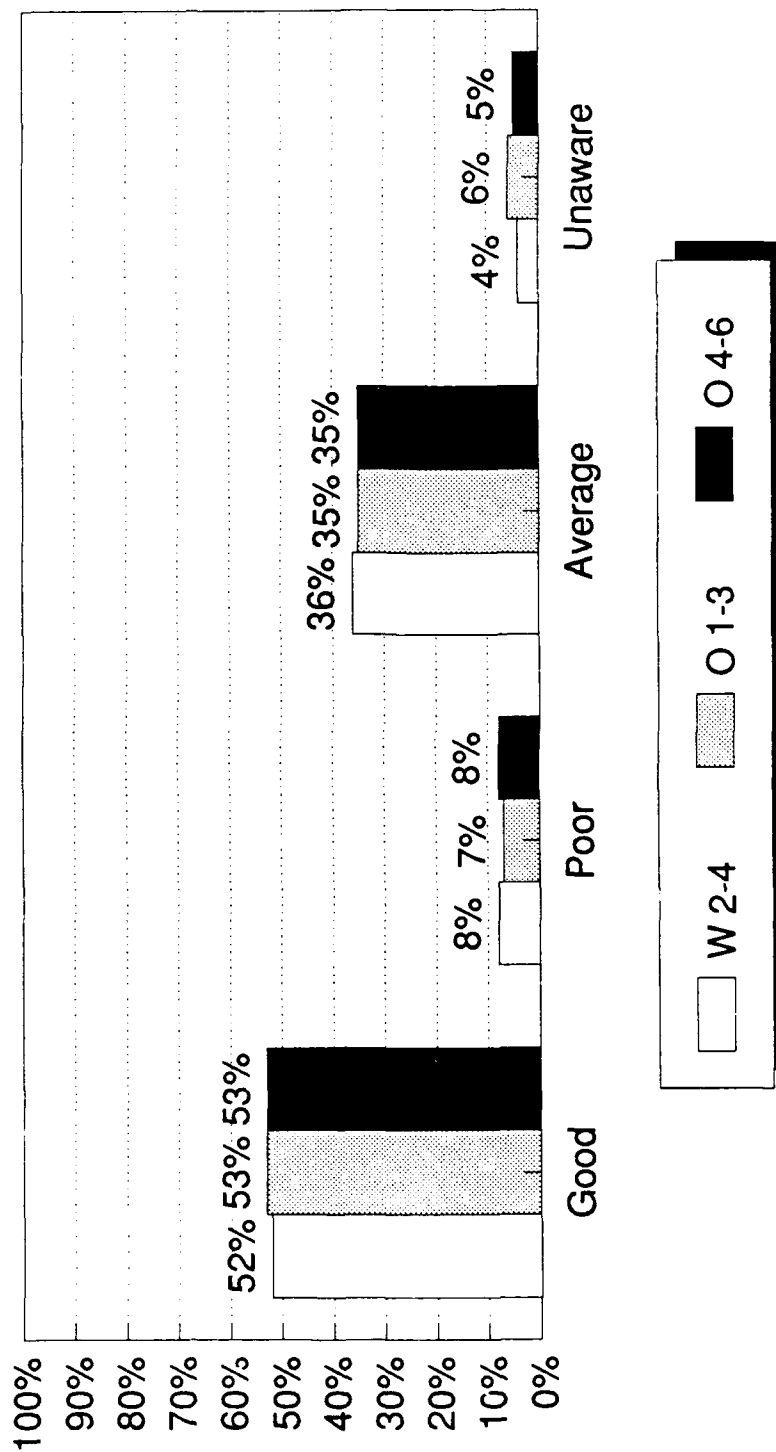
W 2-4, N = 88
O 1-3, N = 1099
O 4-6, N = 677

I) Family Service Center Information and Referral Services (Personal Use)



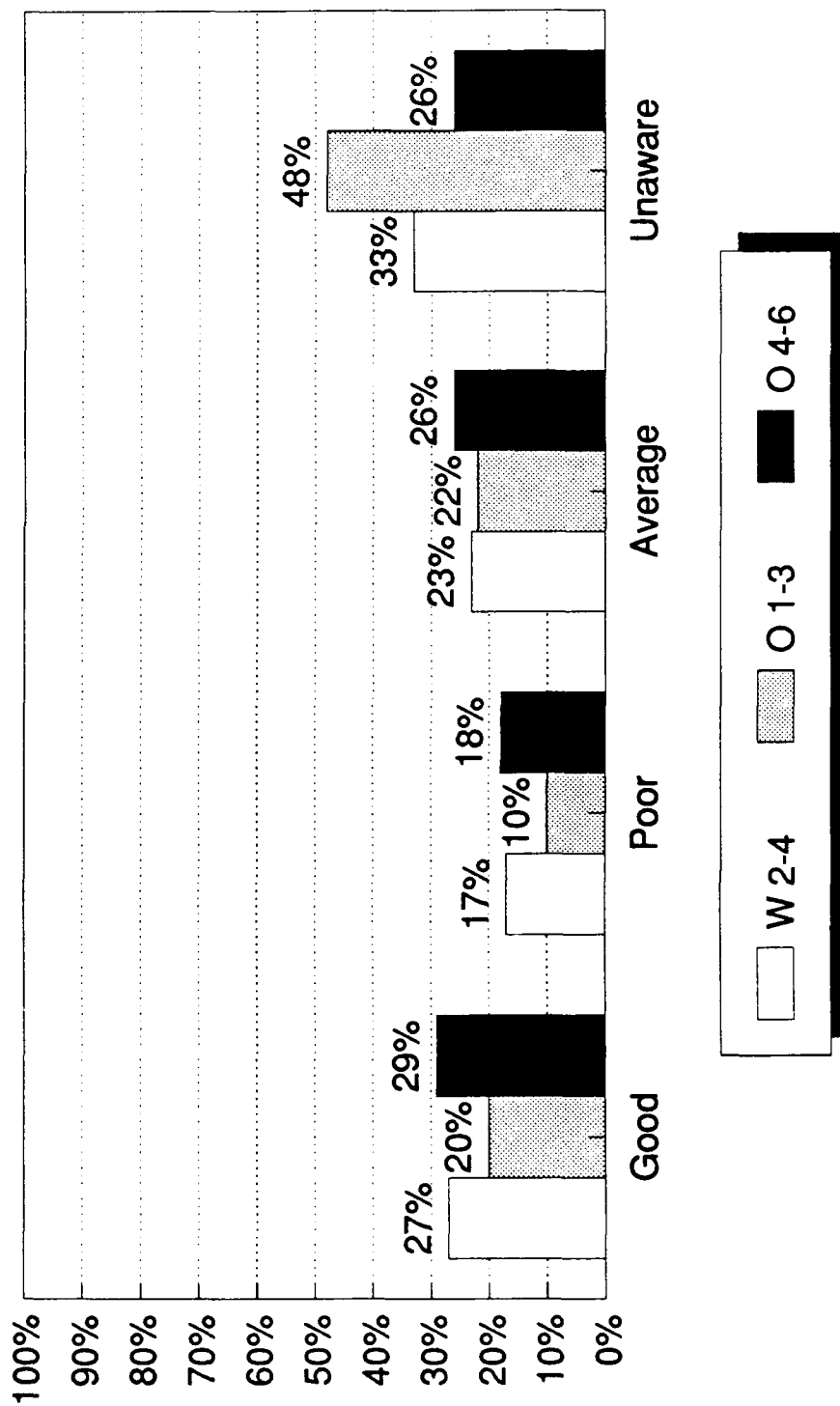
W 2-4, N = 57
O 1-3, N = 860
O 4-6, N = 472

I) Family Service Center Information and Referral Services (As A Supervisor/Leader)



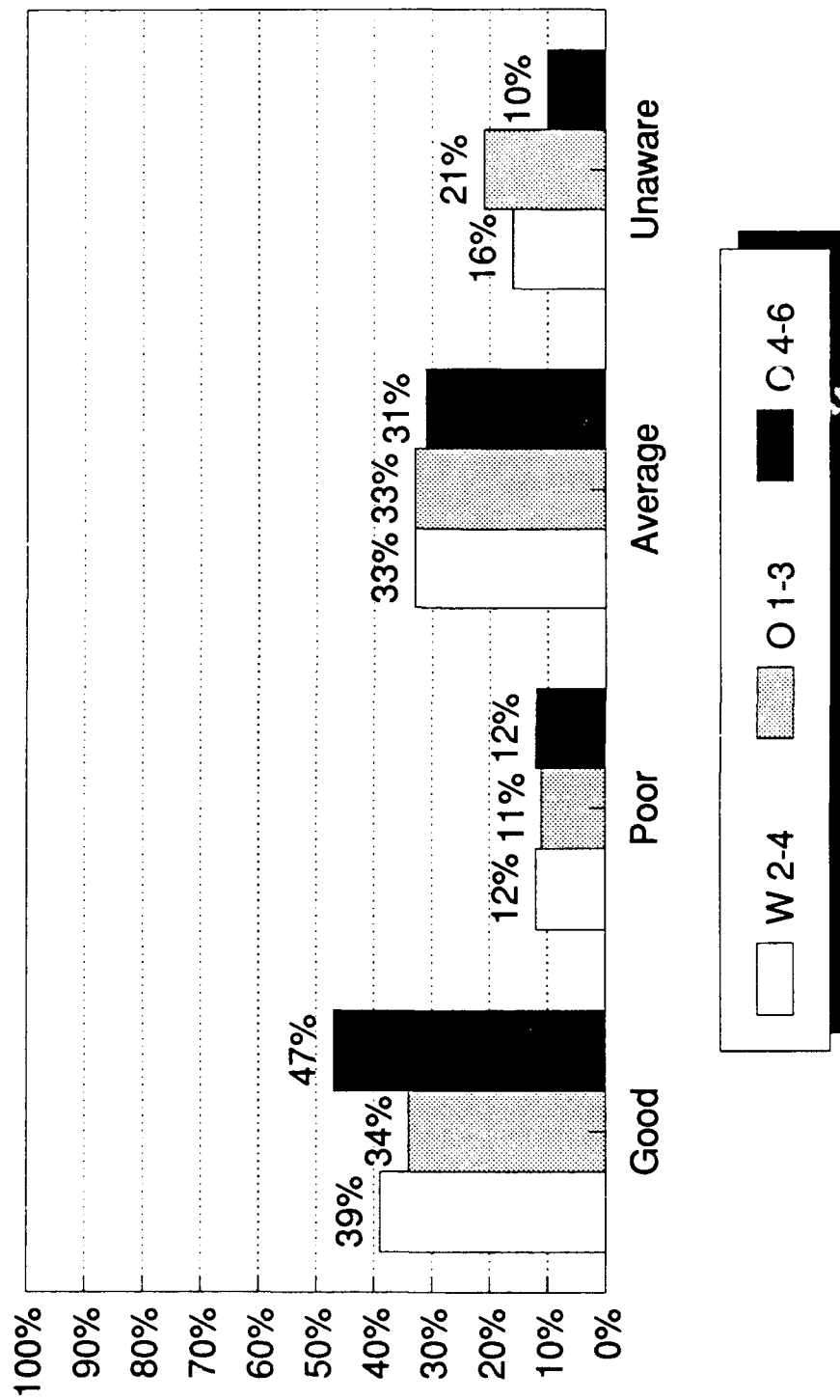
W 2-4, N = 103
O 1-3, N = 1155
O 4-6, N = 782

m) Base-Level Family Advocacy Programs (Personal Use)



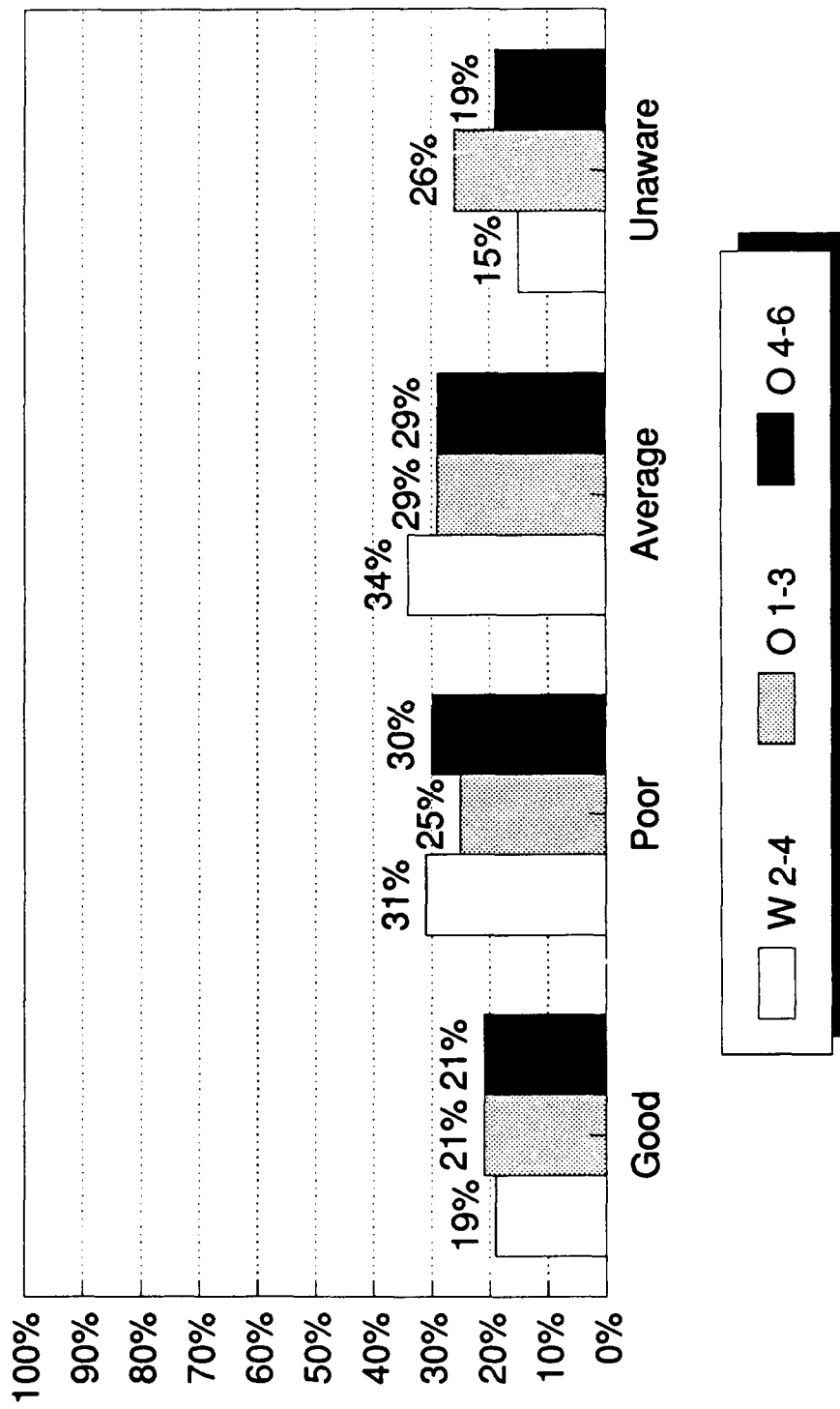
W 2-4, N = 40
O 1-3, N = 581
O 4-6, N = 337

m) Base-Level Family Advocacy Programs (As A Supervisor/Leader)



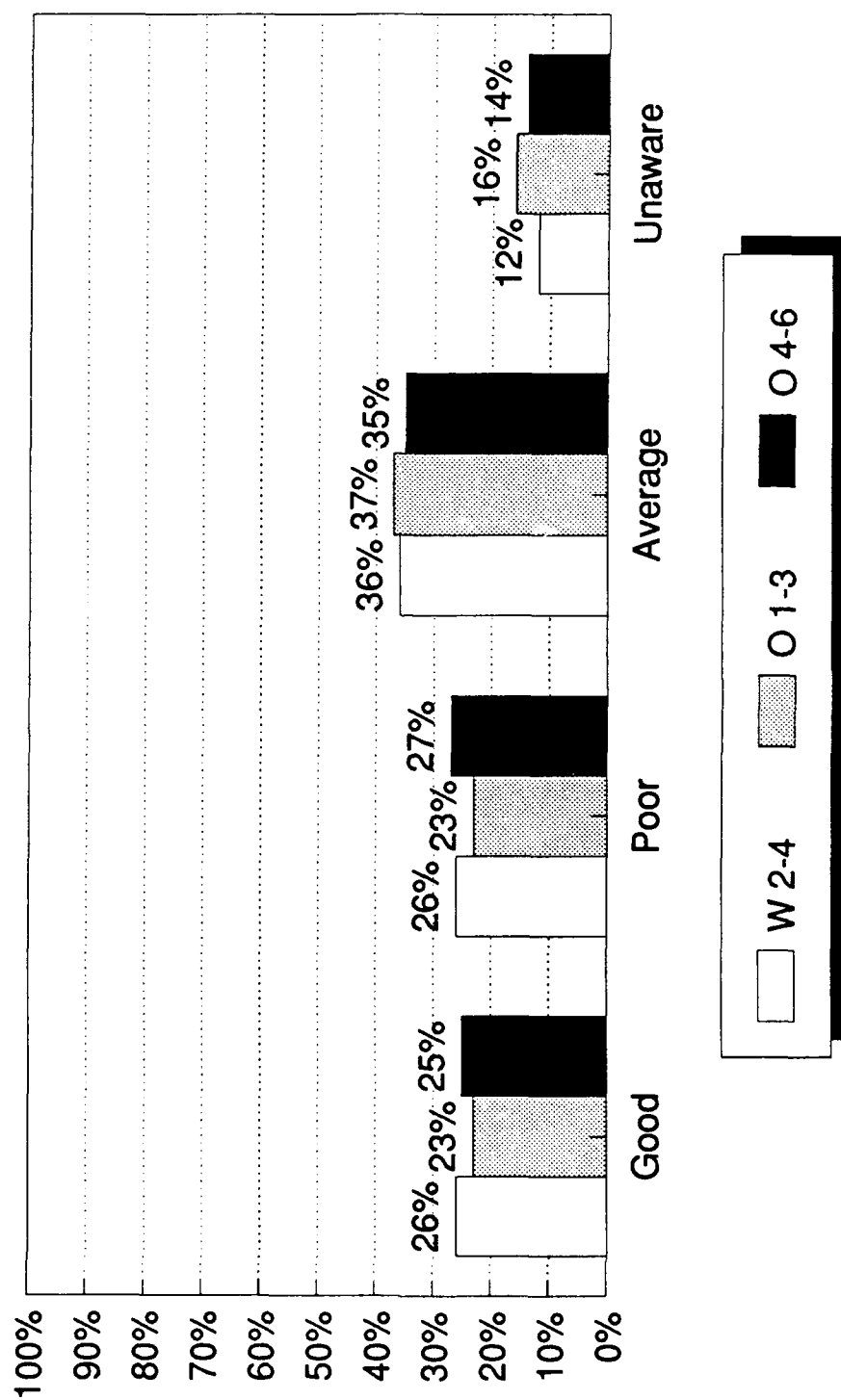
W 2-4, N = 86
O 1-3, N = 924
O 4-6, N = 751

n) Housing Management Services (Personal Use)



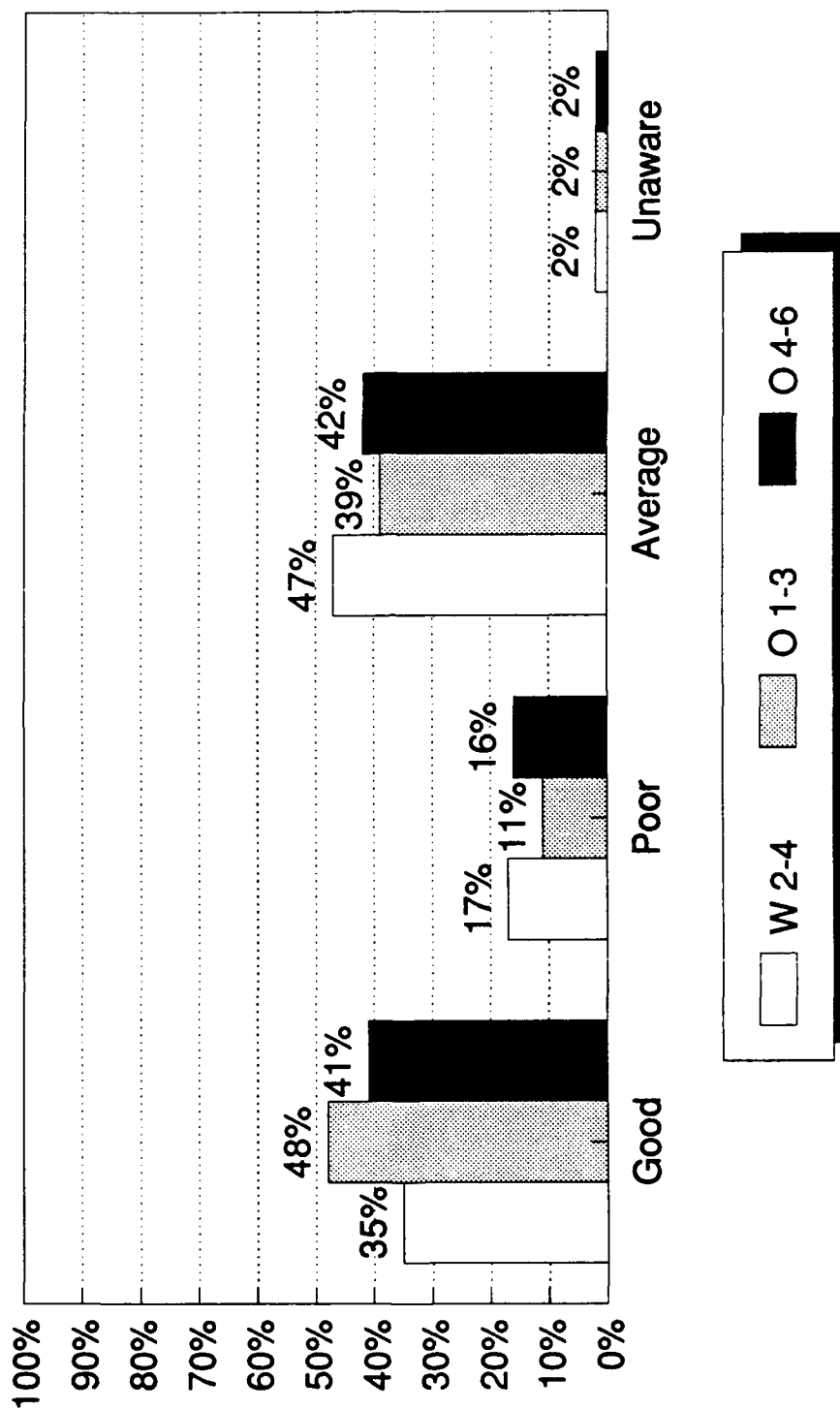
W 2-4, N = 75
O 1-3, N = 920
O 4-6, N = 578

n) Housing Management Services (As A Supervisor/Leader)



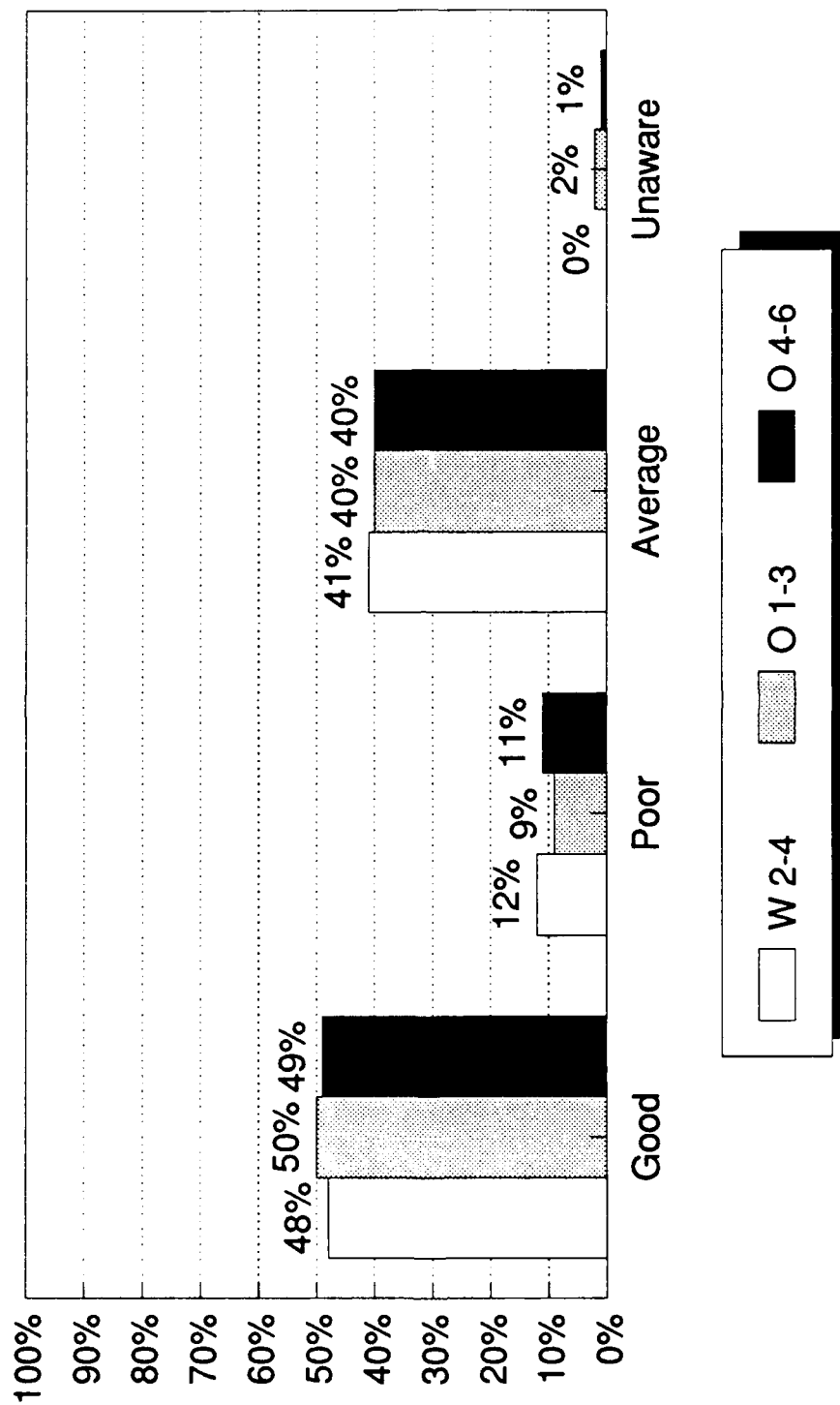
W 2-4, N = 91
O 1-3, N = 999
O 4-6, N = 713

o) Family Service Centers - Overall (Personal Use)



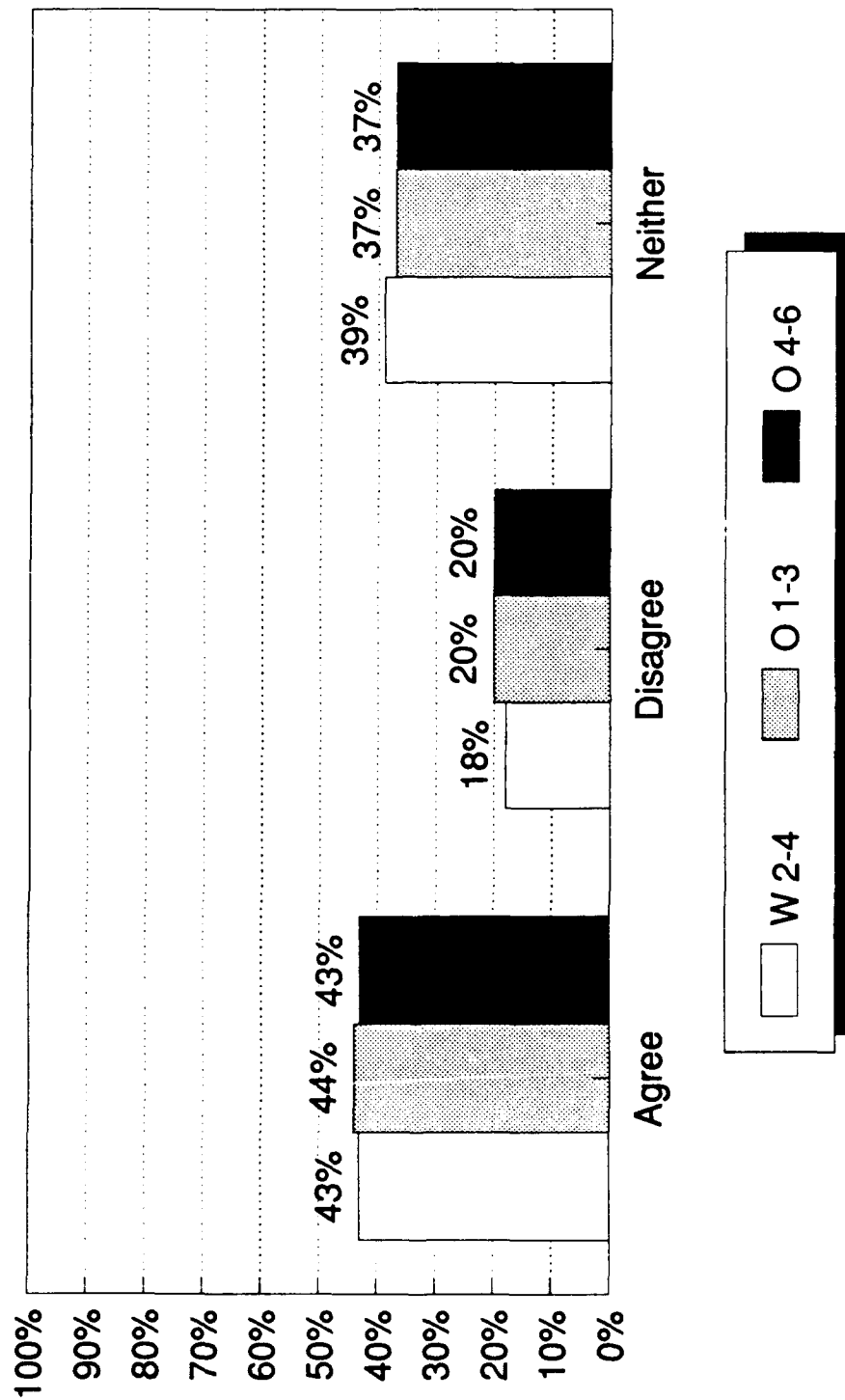
W 2-4, N = 91
O 1-3, N = 1333
O 4-6, N = 724

o) Family Service Centers - Overall (As A Supervisor/Leader)



W 2-4, N = 122
O 1-3, N = 1446
O 4-6, N = 978

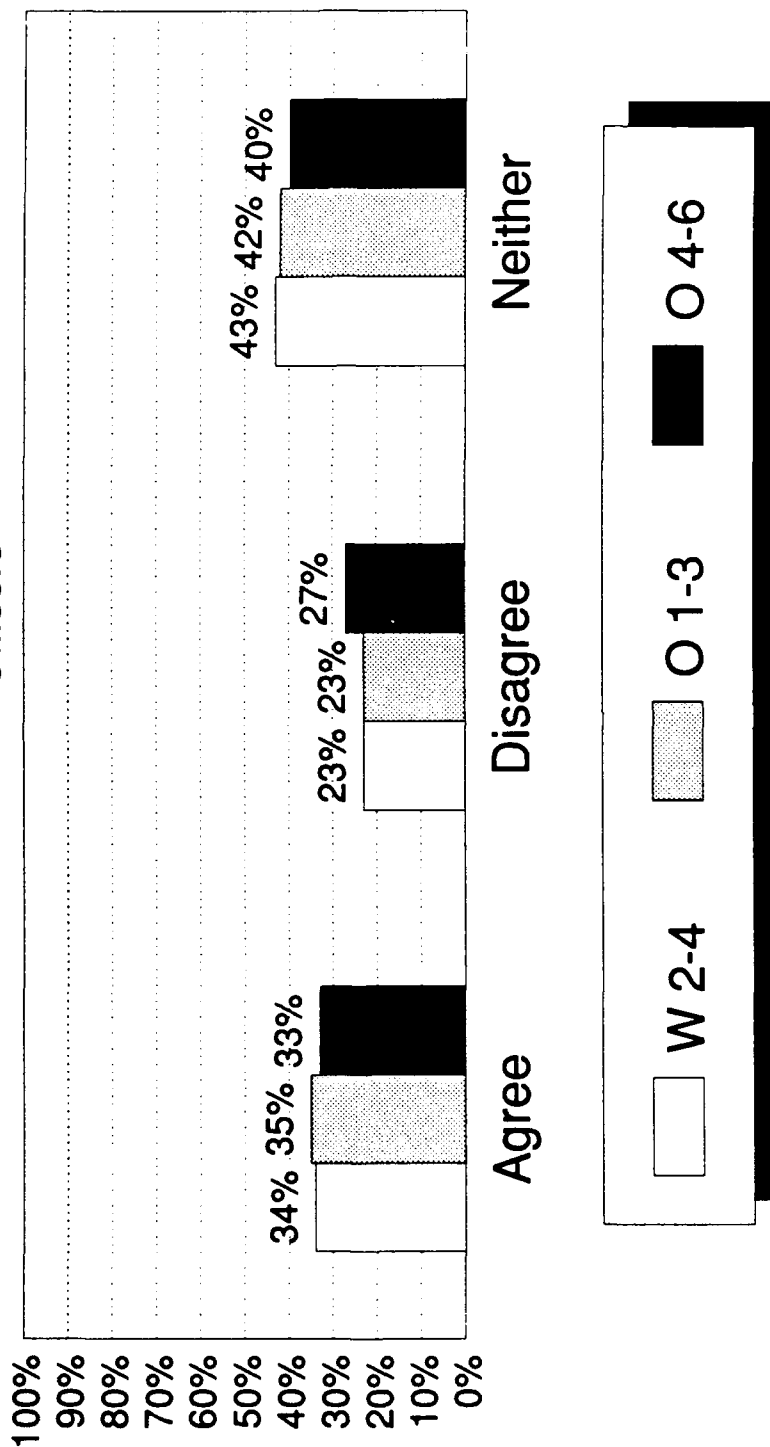
(Q89) Navy Family Support Services Are Meeting My (Family's) Needs



W 2-4, N = 71
 O 1-3, N = 1062
 O 4-6, N = 673

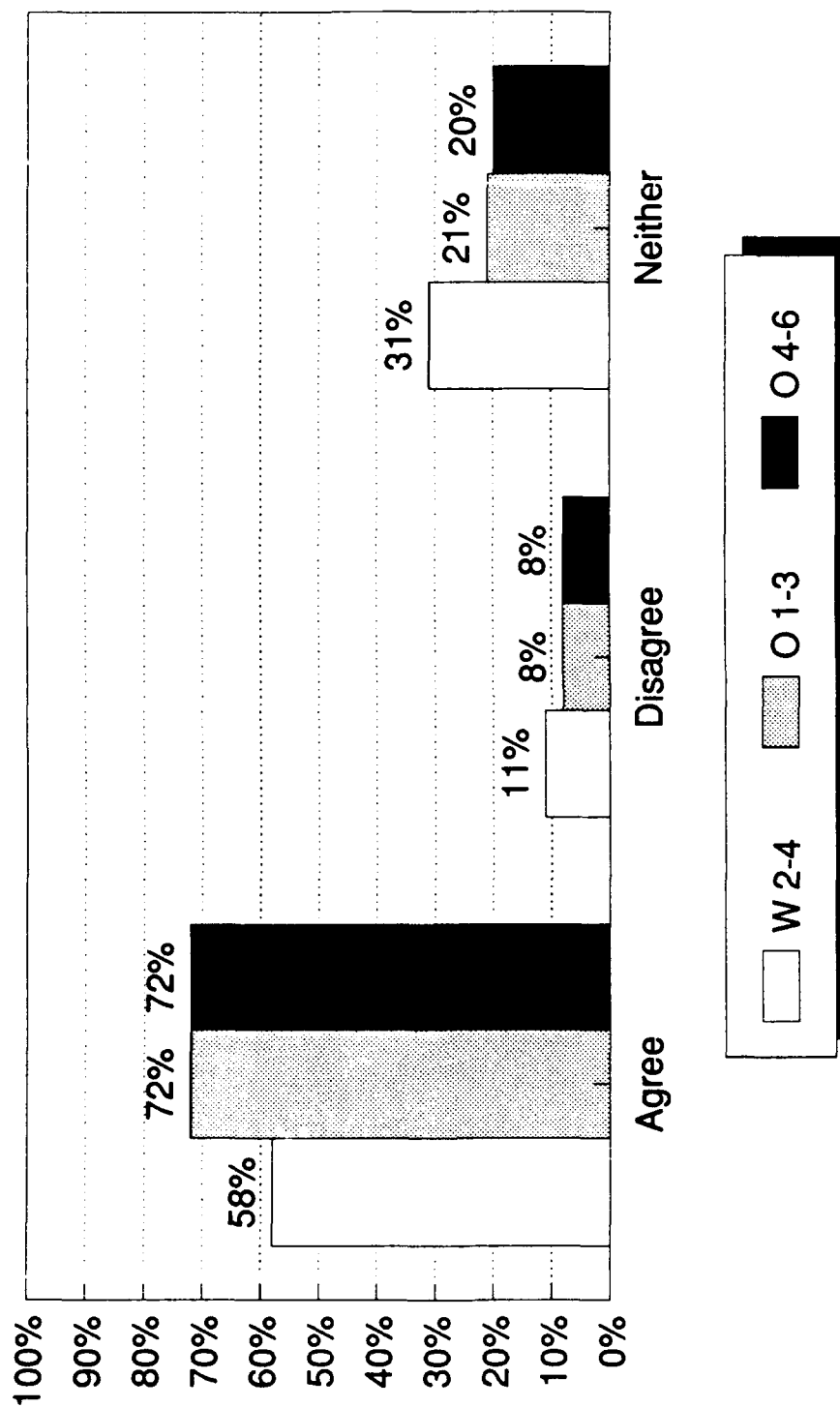
(Q90) Navy Family Support Services Improve The Quality Of Life For Me (My Family)

Officers



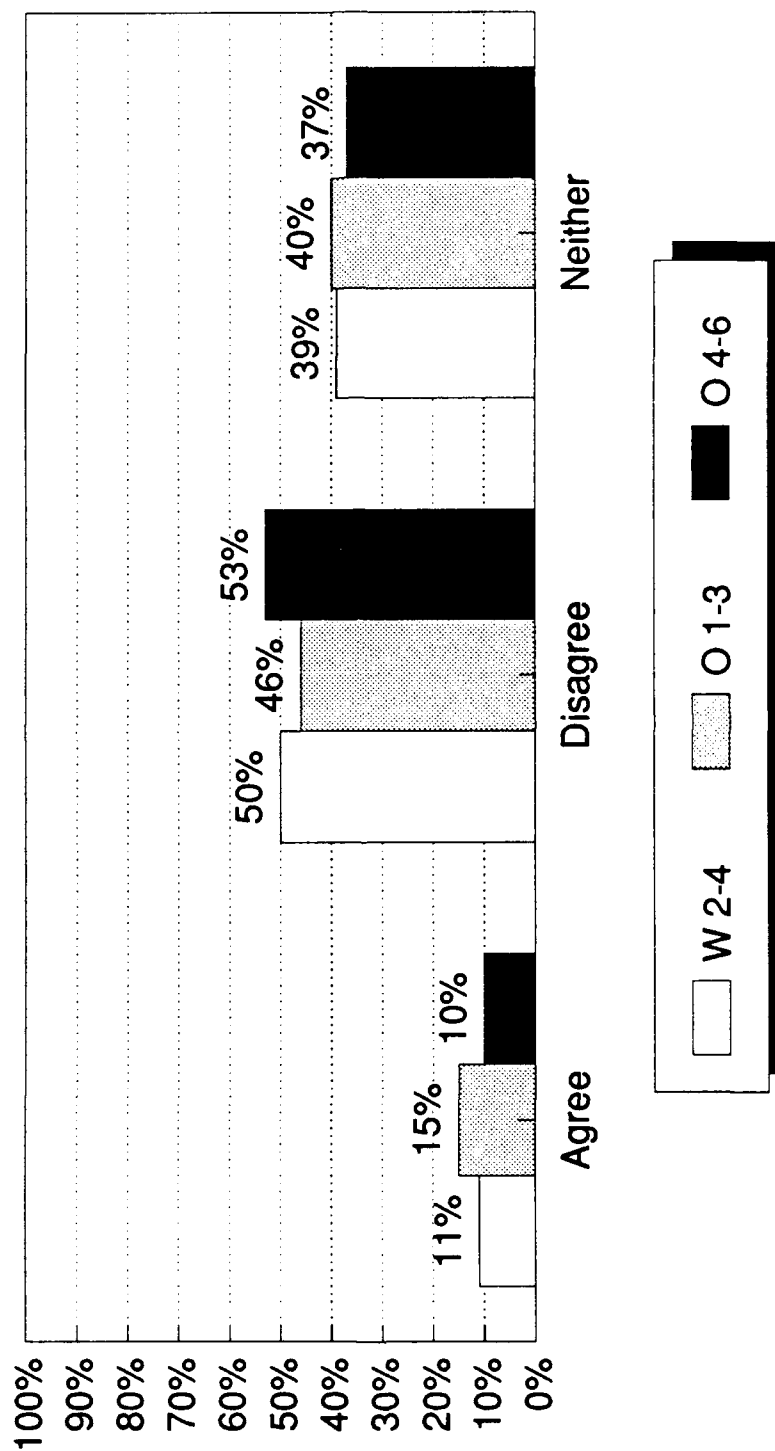
W 2-4 N = 69
O 1-3, N = 1123
O 4-6, N = 721

(Q91) Family Support Services Make A Positive Contribution To Navy Readiness



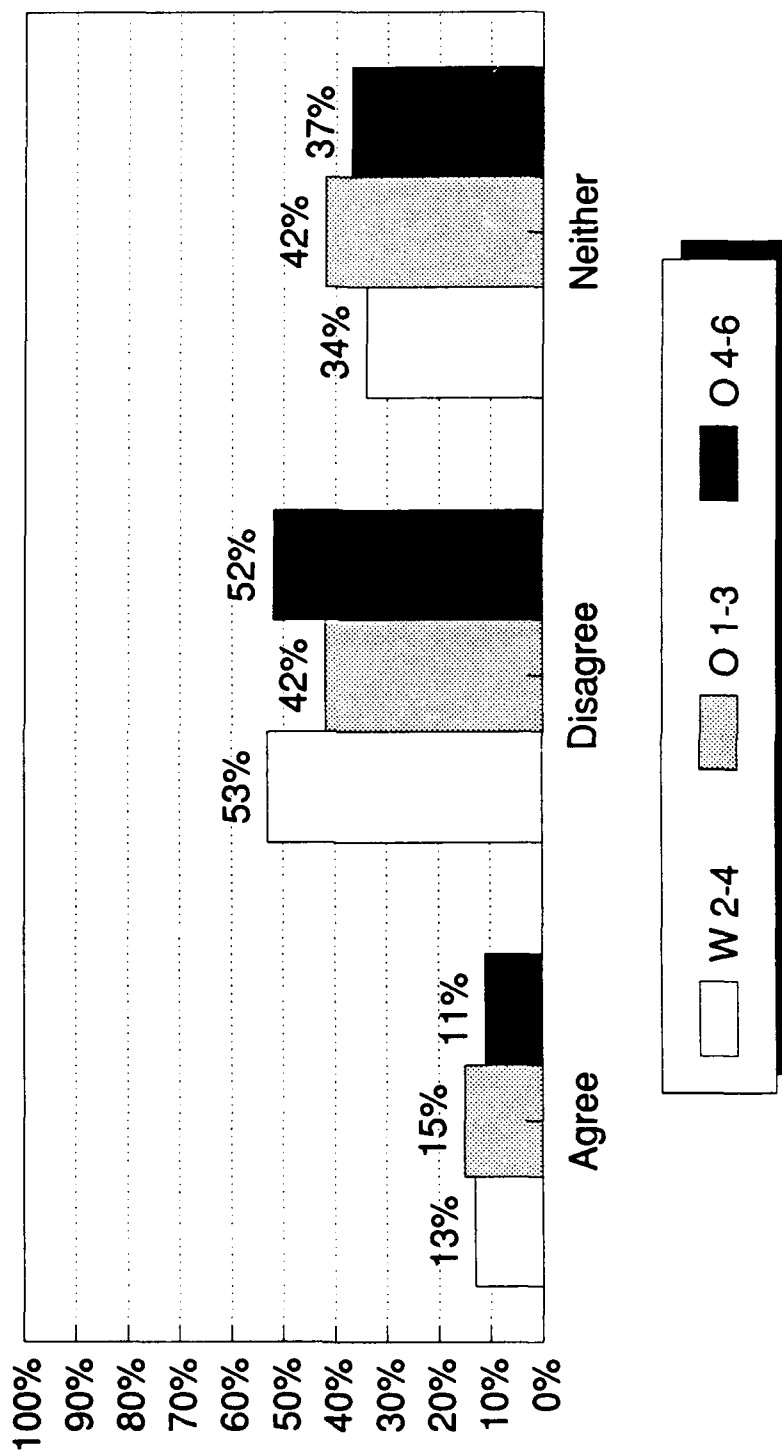
W 2-4, N = 137
O 1-3, N = 1978
O 4-6, N = 1356

(Q92) Family Support Services Have Had A Positive Impact On My Decision To Remain In The Navy



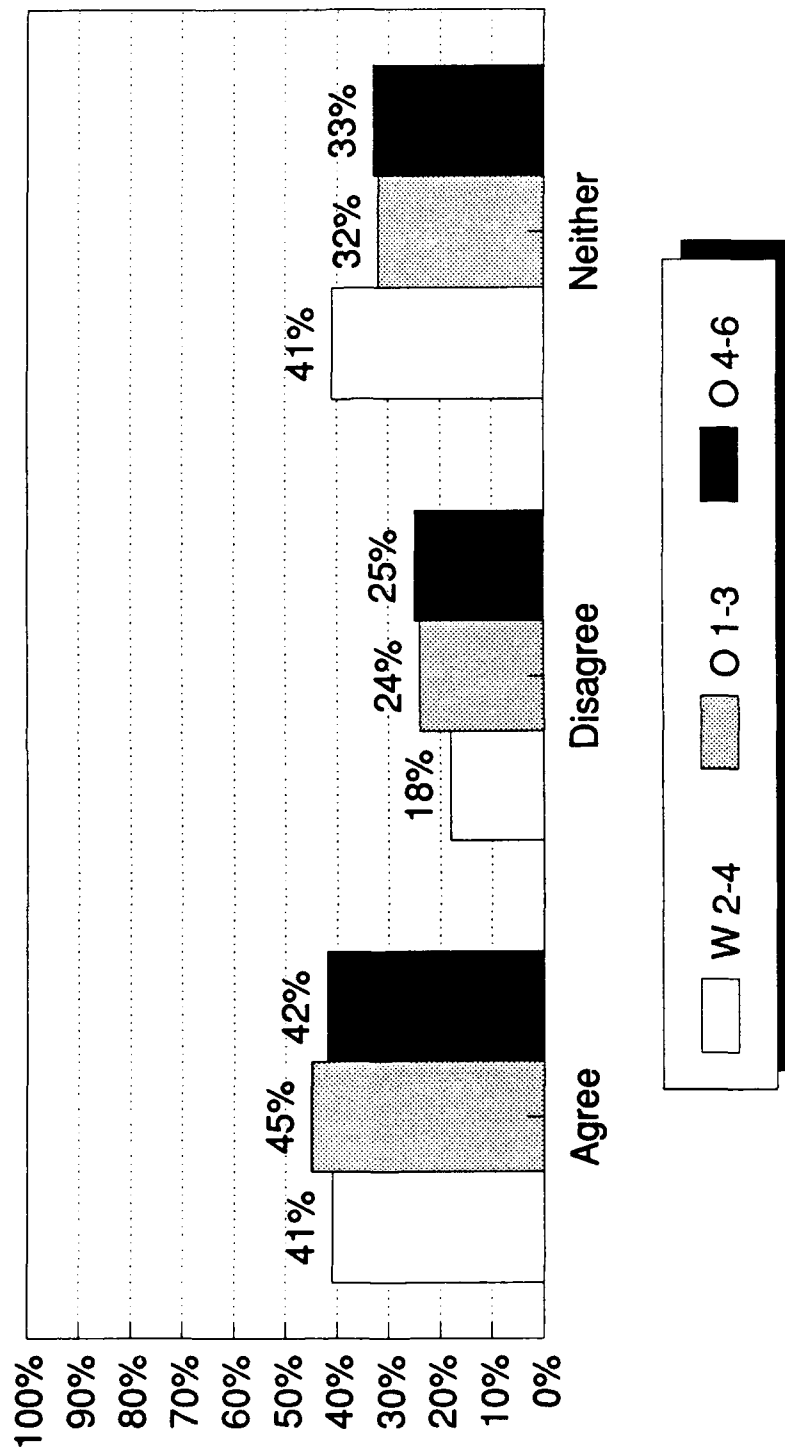
W 2-4, N = 95
O 1-3, N = 1446
O 4-6, N = 929

(Q93) Family Support Services Have Had A Positive Impact On My Family's Support For My Decision To Remain In The Navy



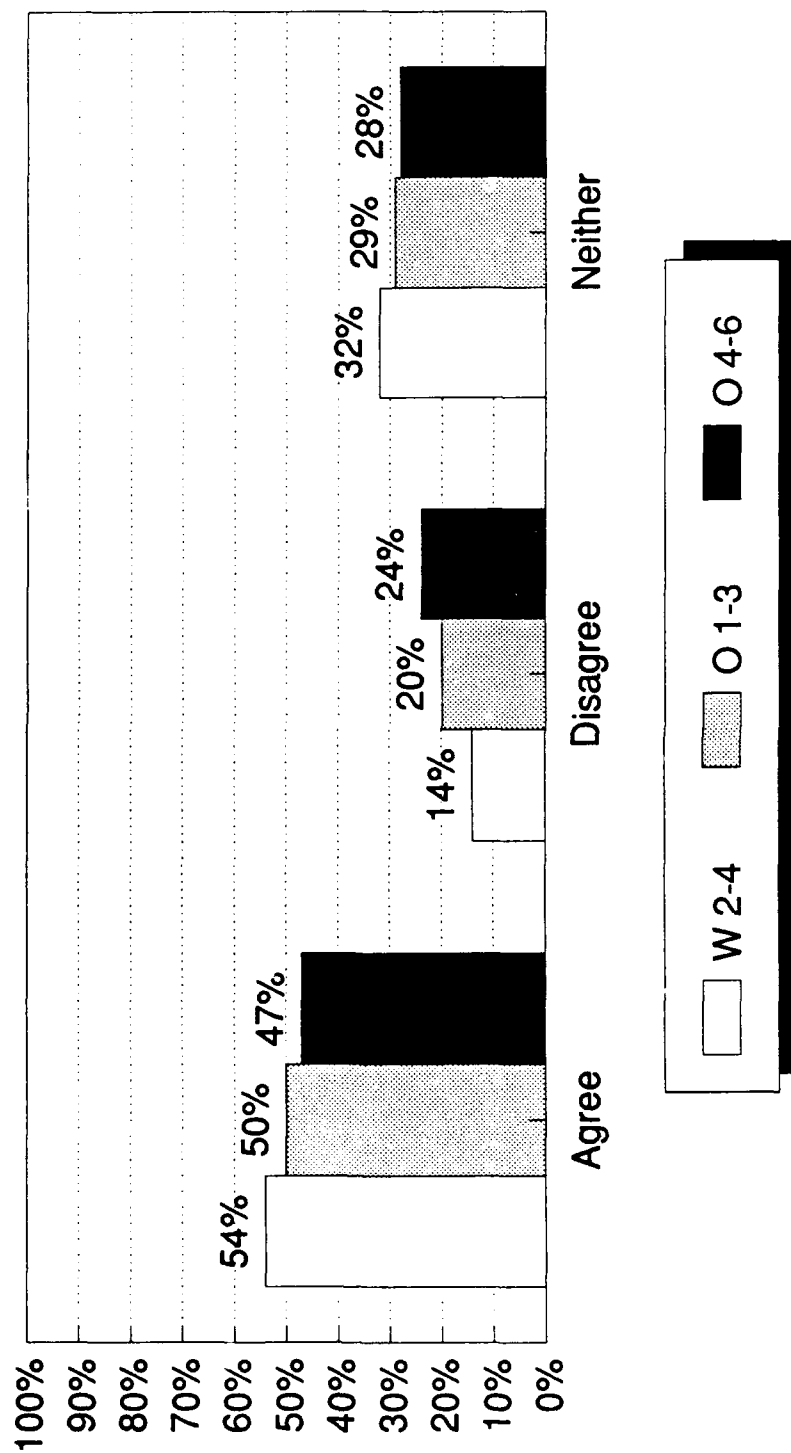
W 2-4, N = 90
O 1-3, N = 1230
O 4-6, N = 862

(Q94) I Am (We Are) Satisfied With The Quality Of Family Support Services In The Navy



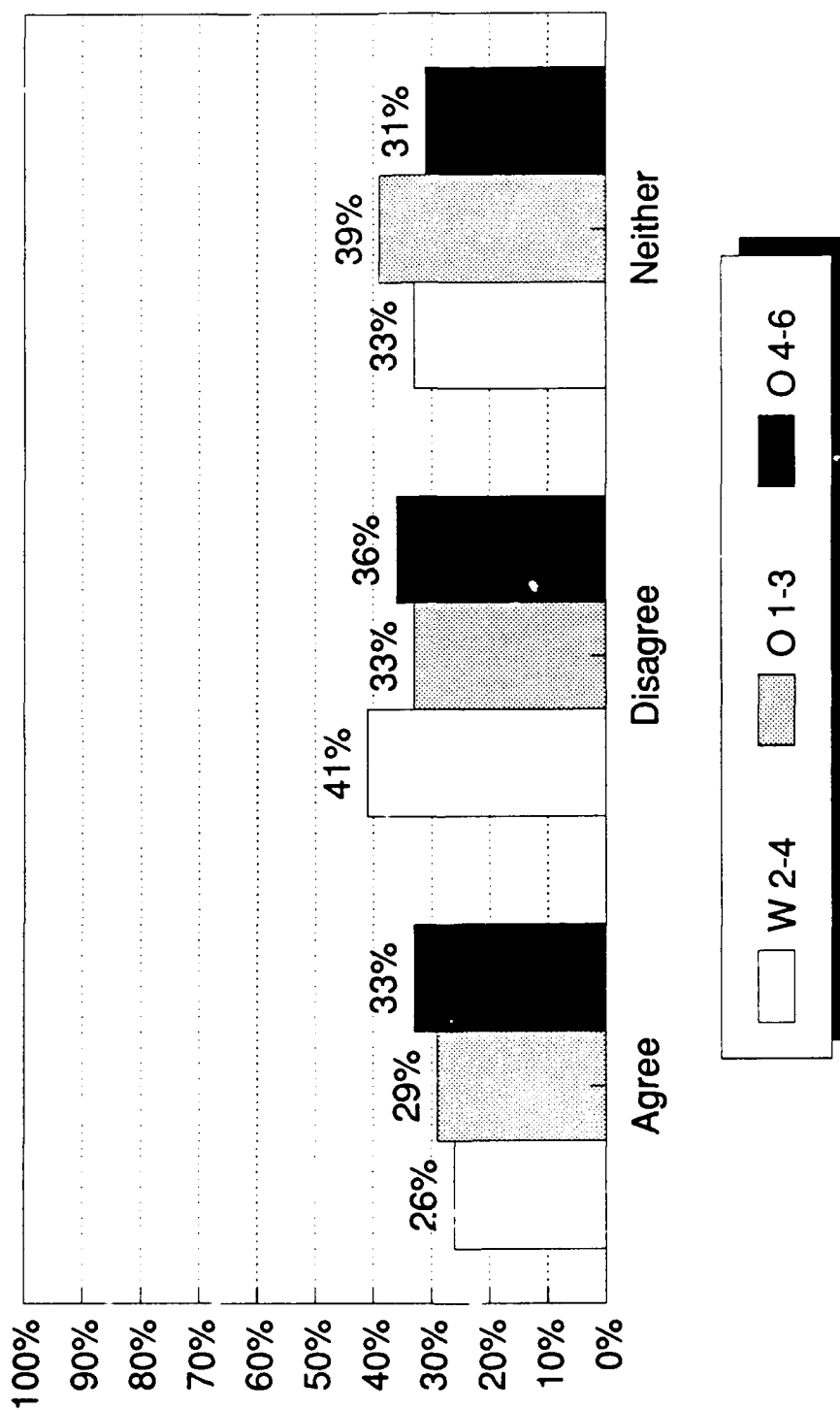
W 2-4, N = 120
O 1-3, N = 1560
O 4-6, N = 1071

(Q95) I Am (We Are) Satisfied With The Availability of Family Support Services In The Navy



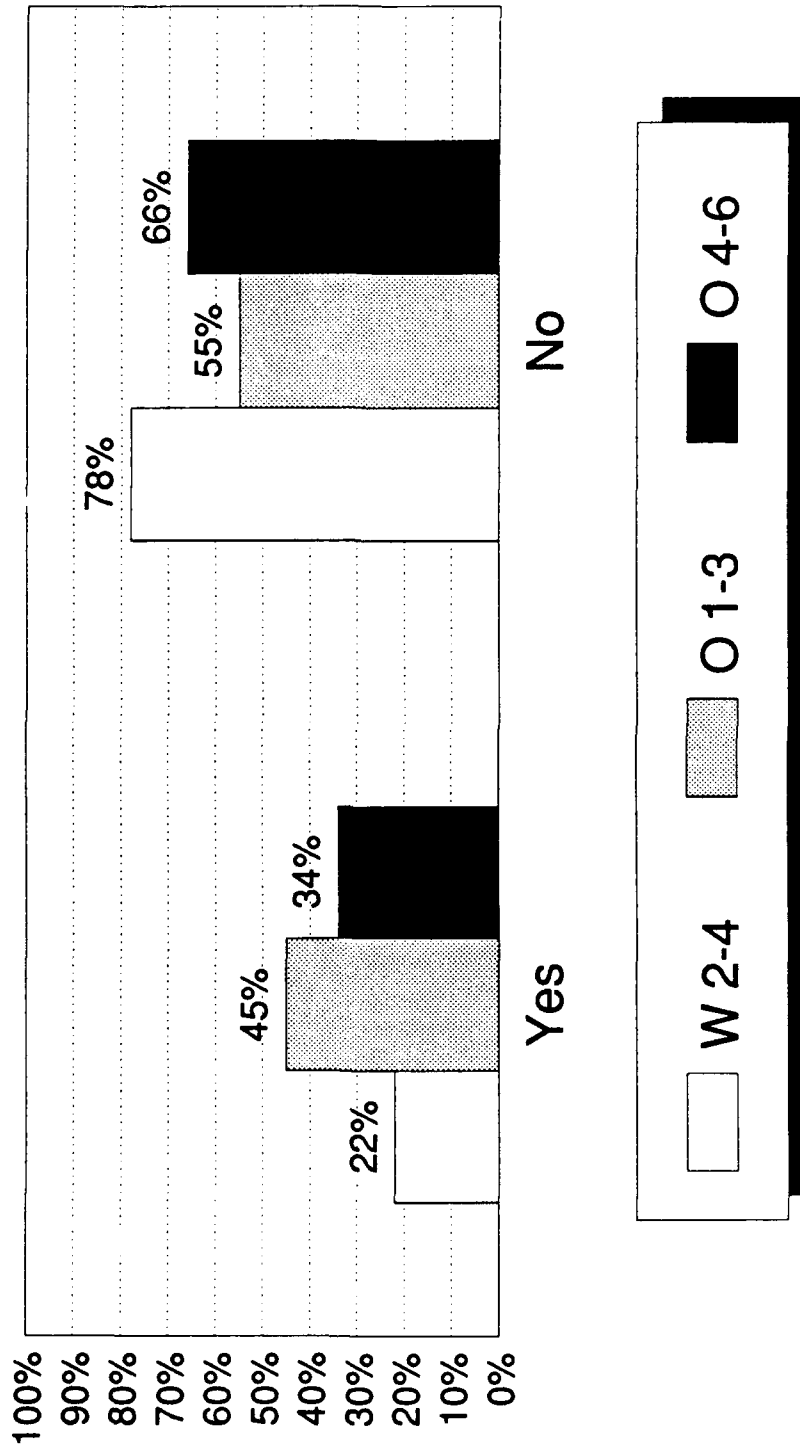
W 2-4, N = 126
O 1-3, N = 1676
O 4-6, N = 1142

(Q96) Family Support Services Have Helped Me To Do My Job Better



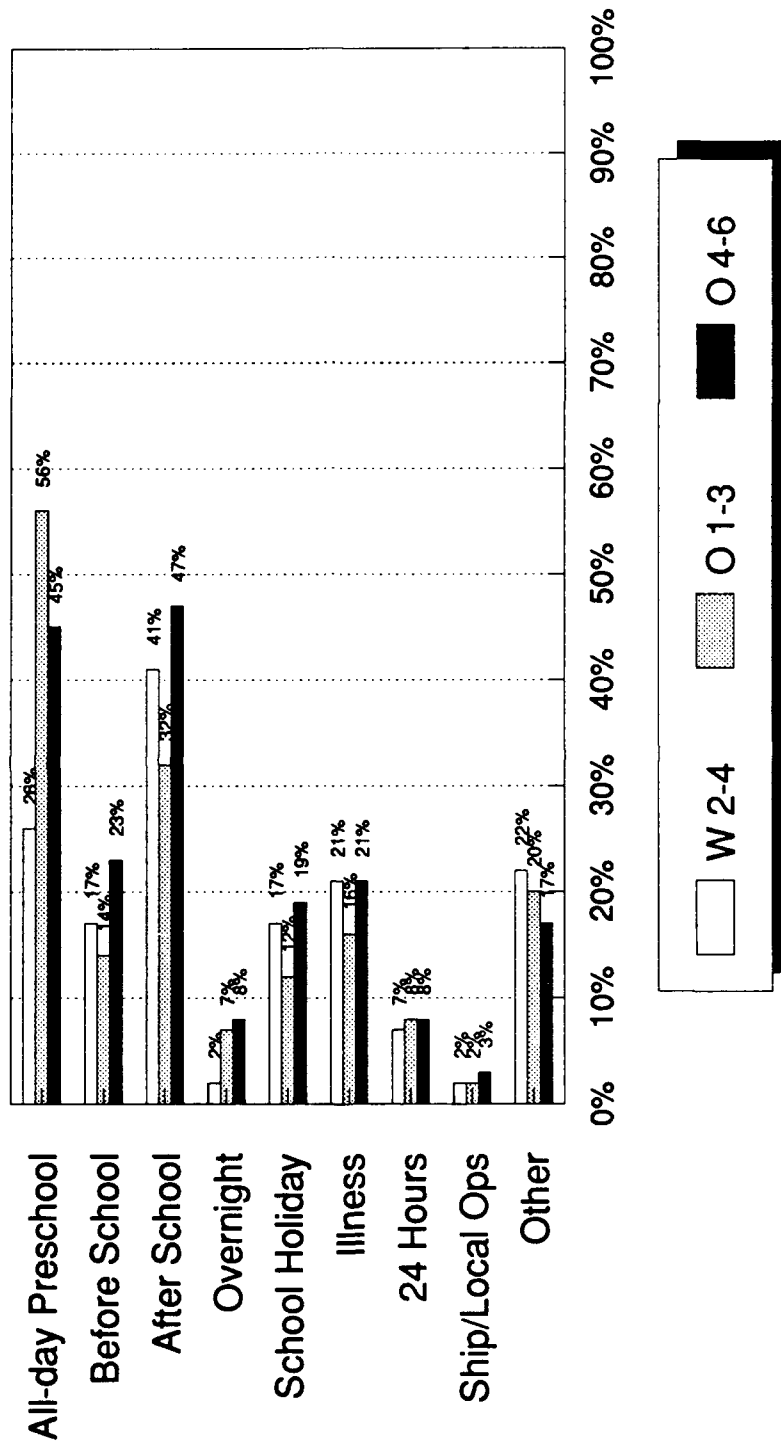
W 2-4, N = 104
O 1-3, N = 1447
O 4-6, N = 978

(Q97) Do You Or Your Spouse Have A Need For Child Care At The Present Time Officers



W 2-4, N = 143
O 1-3, N = 1368
O 4-6, N = 1344

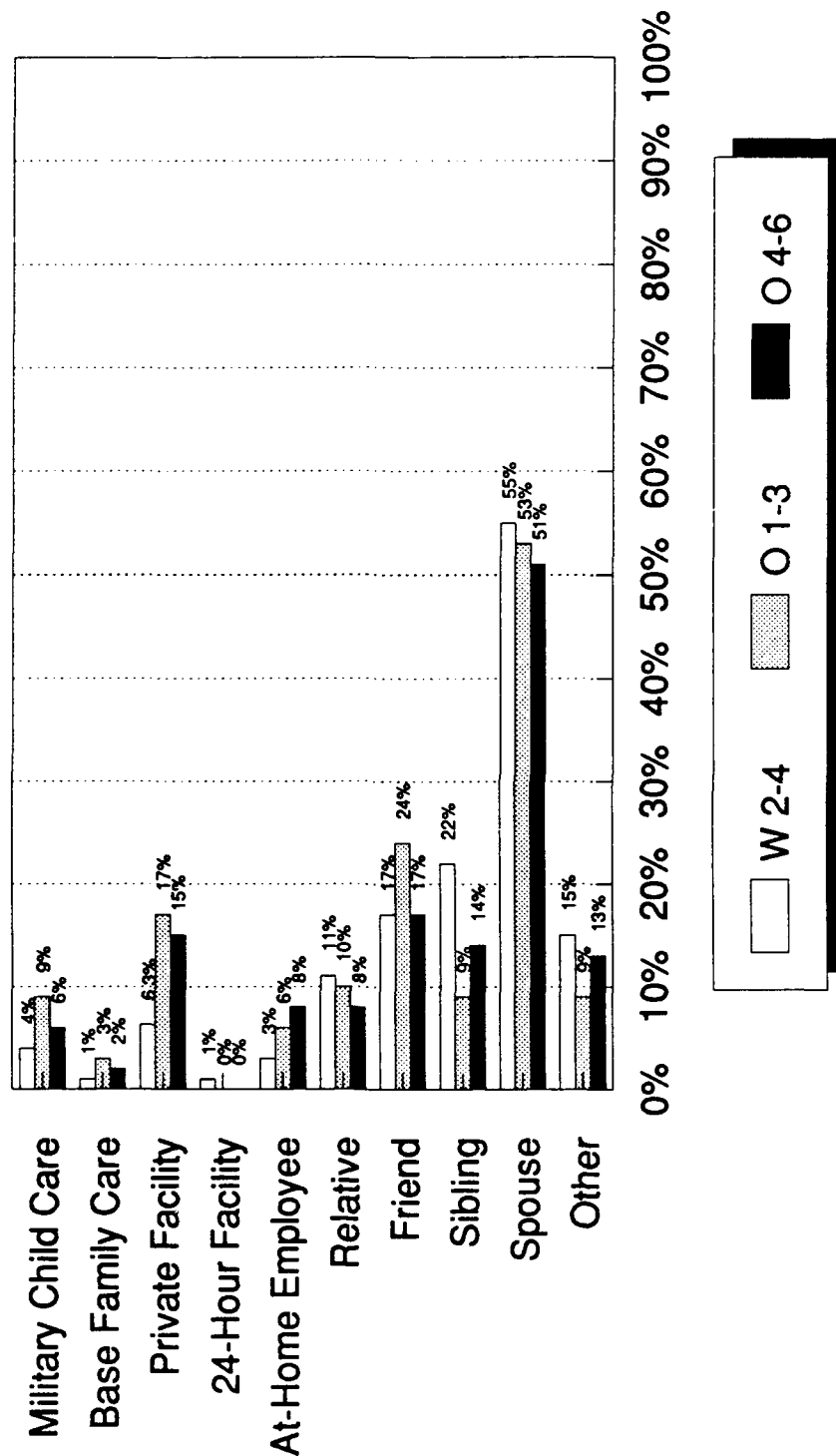
(Q98) What Is Your Current Child Care Need* Officers



W 2-4, N = 44
O 1-3, N = 689
O 4-6, N = 506

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

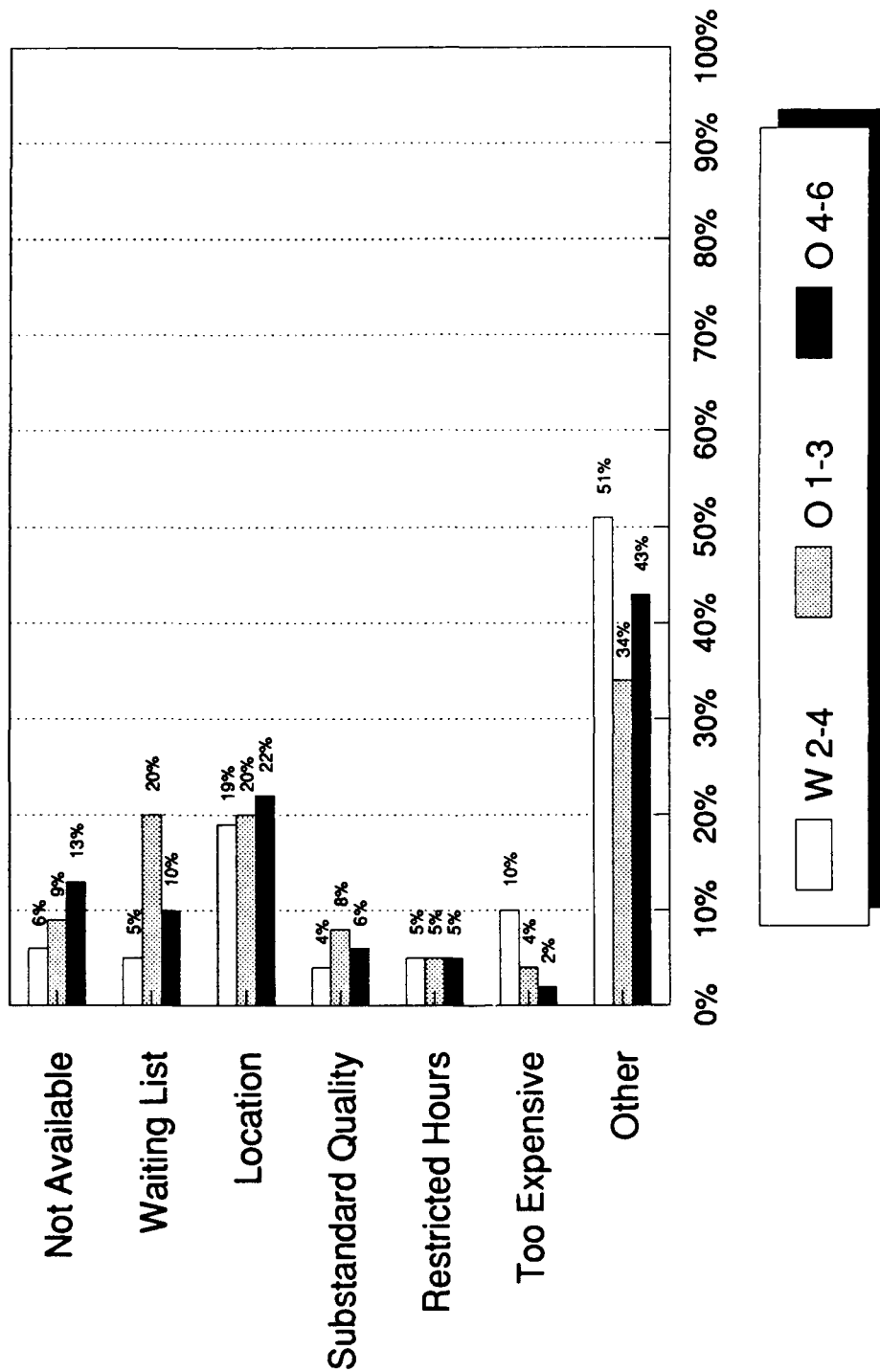
(Q99) Who Usually Takes Care Of Your Child(ren)*



W 2-4, N = 120
O 1-3, N = 1138
O 4-6, N = 1100

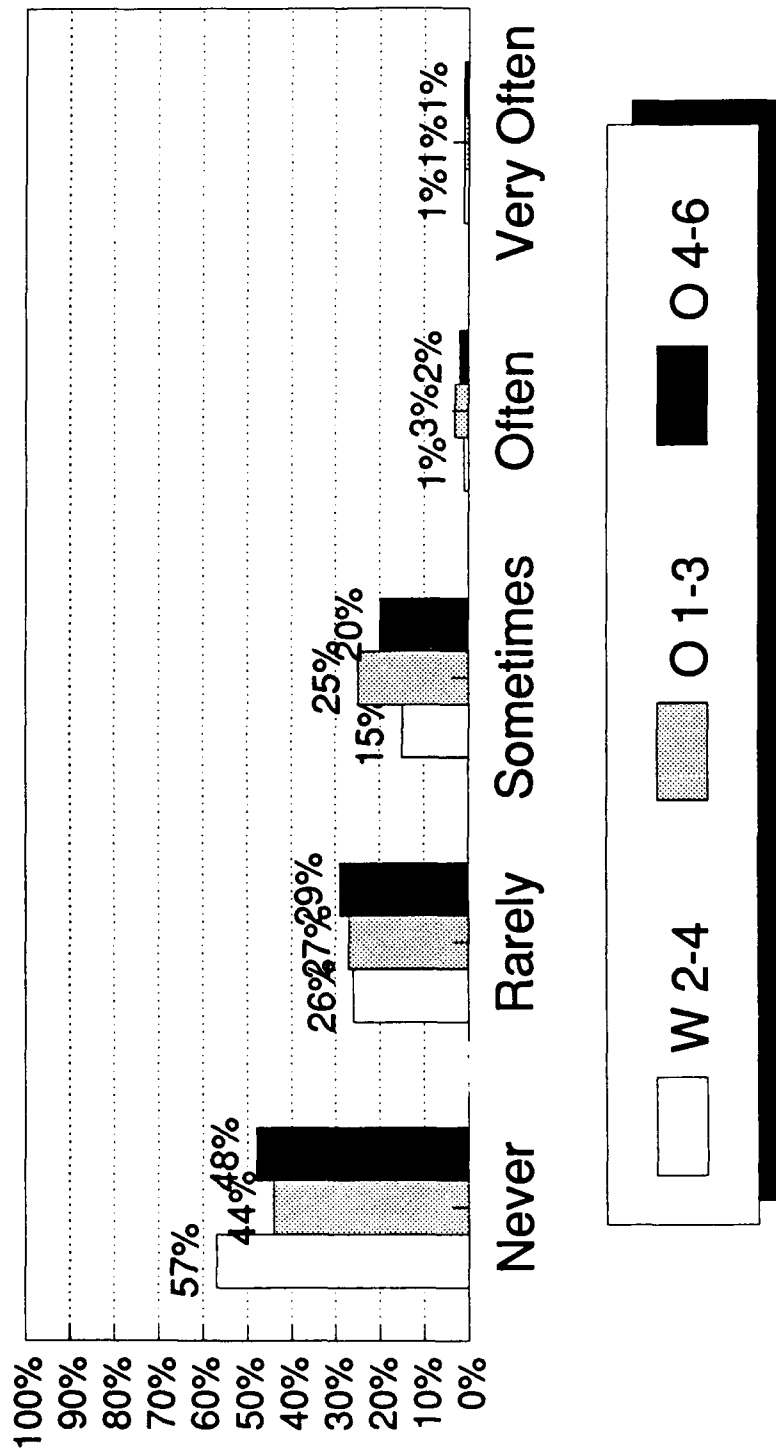
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

(Q100) If You Are Not Using Military Child Care Centers Or Family Home Care, Why Not



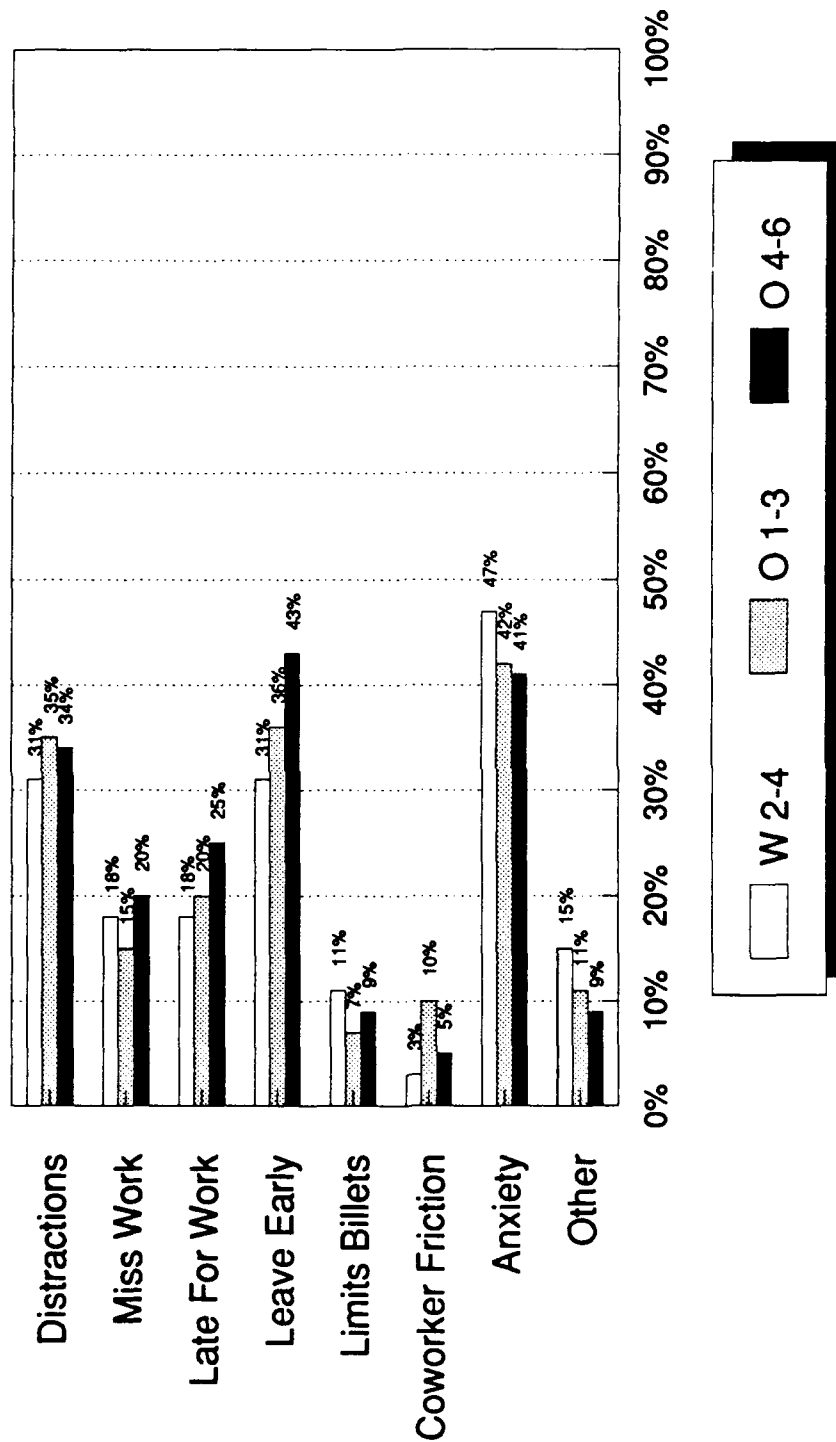
W 2-4, N = 86
 O 1-3, N = 878
 O 4-6, N = 763

(Q101) Do You Feel That Child Care Needs Interfere With Your Ability To Perform Your Job



W 2-4, N = 133
O 1-3, N = 1270
O 4-6, N = 1258

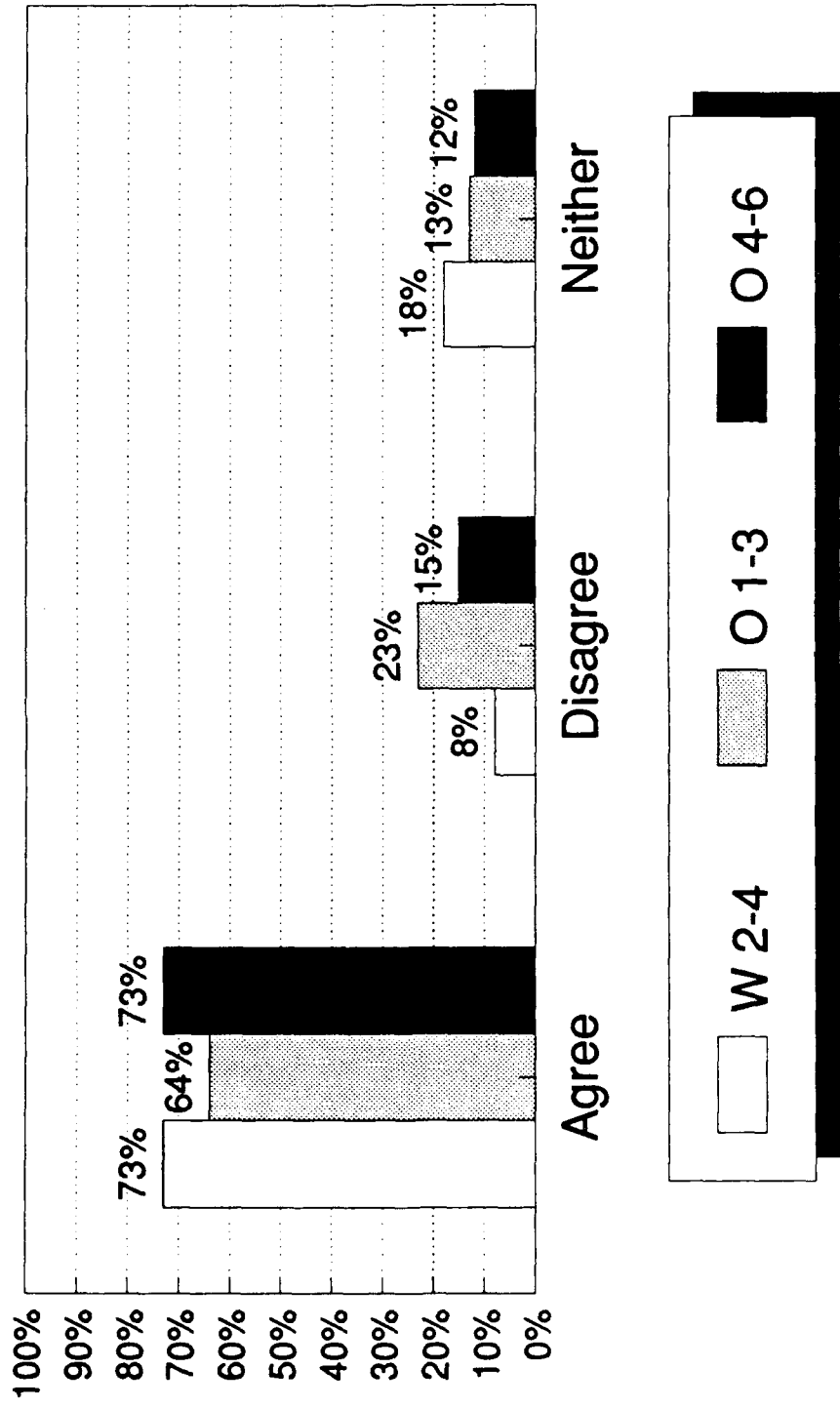
(Q102) In What Way Do Child Care Needs Interfere With Your Performance*



W 2-4, N = 47
O 1-3, N = 632
O 4-6, N = 544

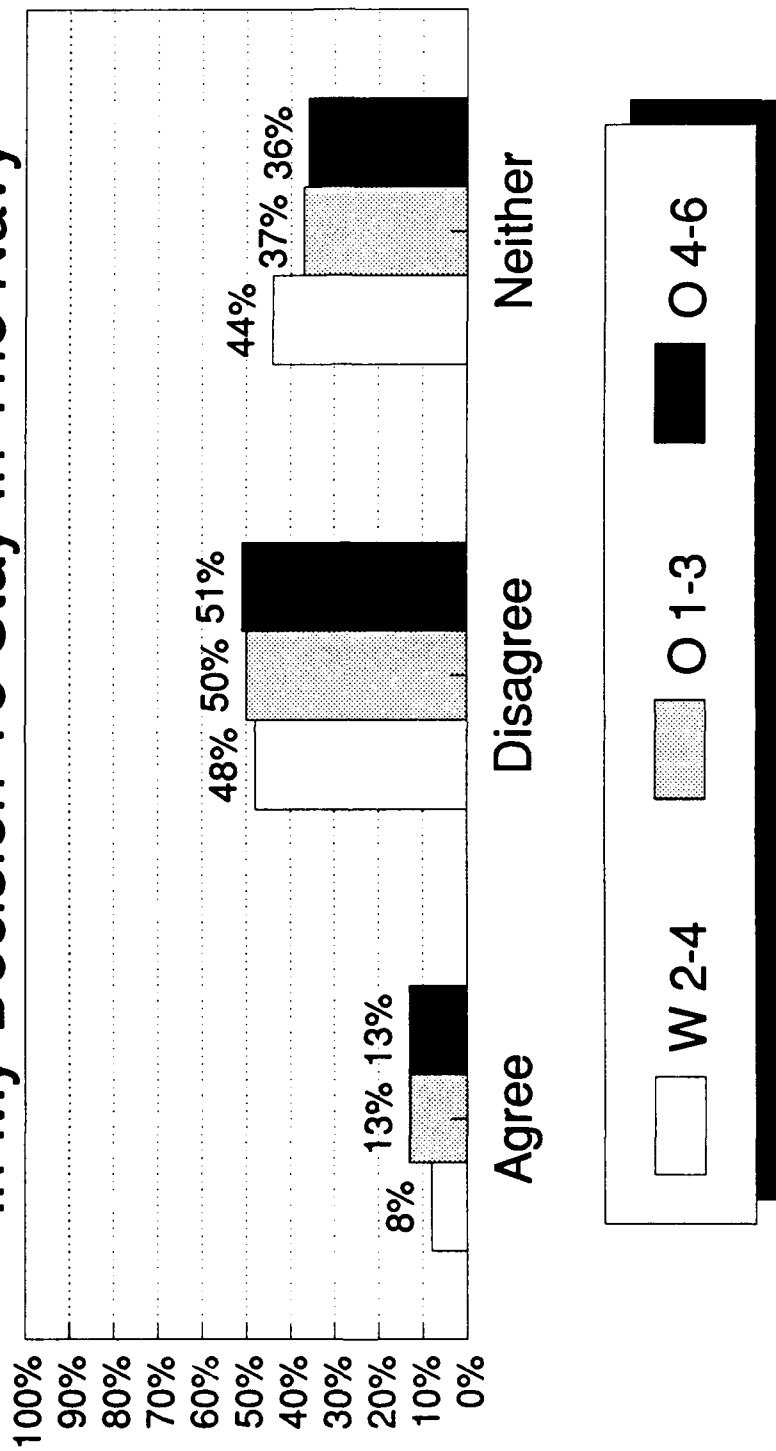
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

(Q103) I Am Satisfied With My Current Child Care Arrangements



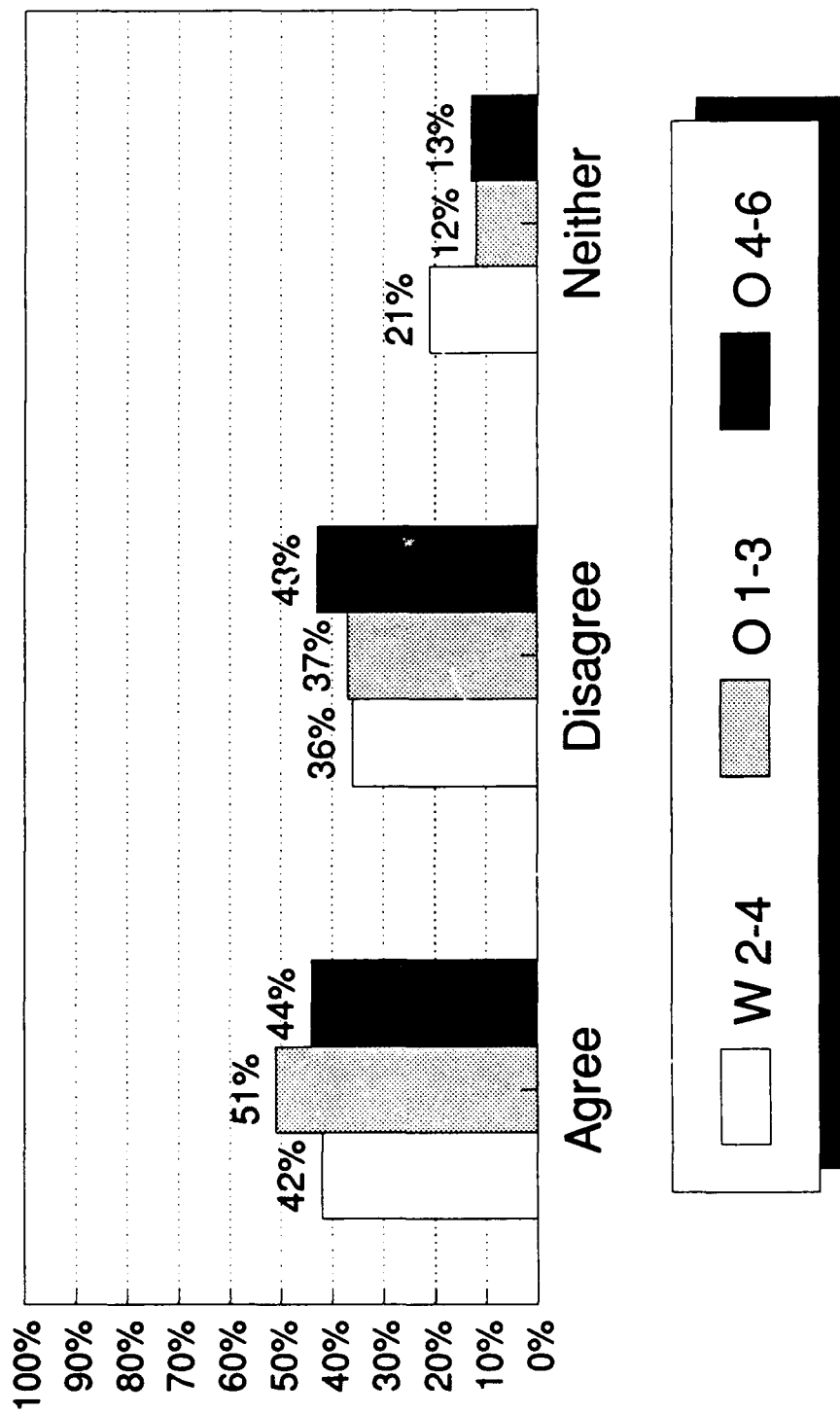
W 2-4, N = 83
O 1-3, N = 999
O 4-6, N = 887

(Q104) The Availability Of The Navy-Sponsored Child Care That I Have Experienced Is A Positive Influence In My Decision To Stay In The Navy



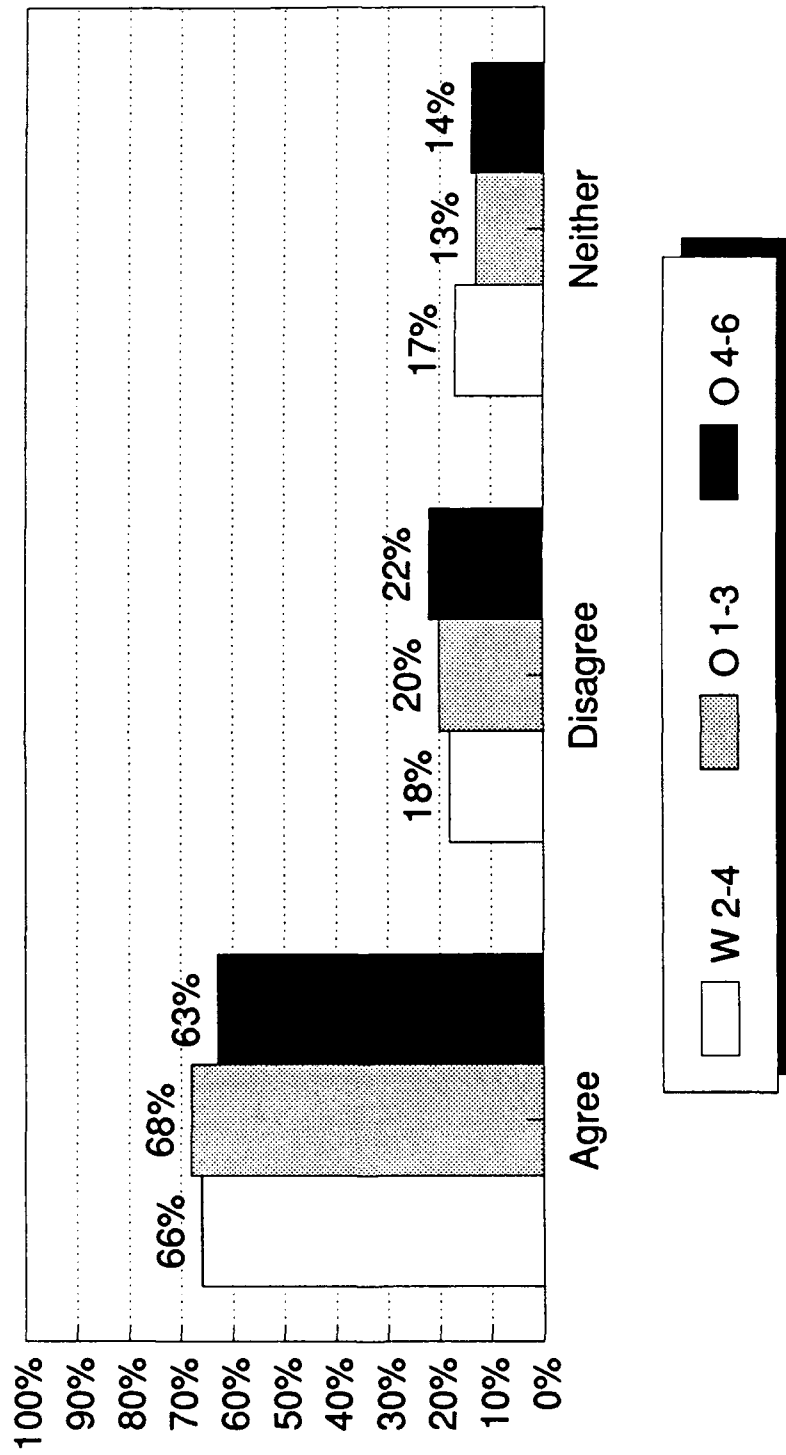
W 2-4, N = 67
 O 1-3, N = 777
 O 4-6, N = 635

(Q105) The Quality Of Club Services Available At My Base Is Good



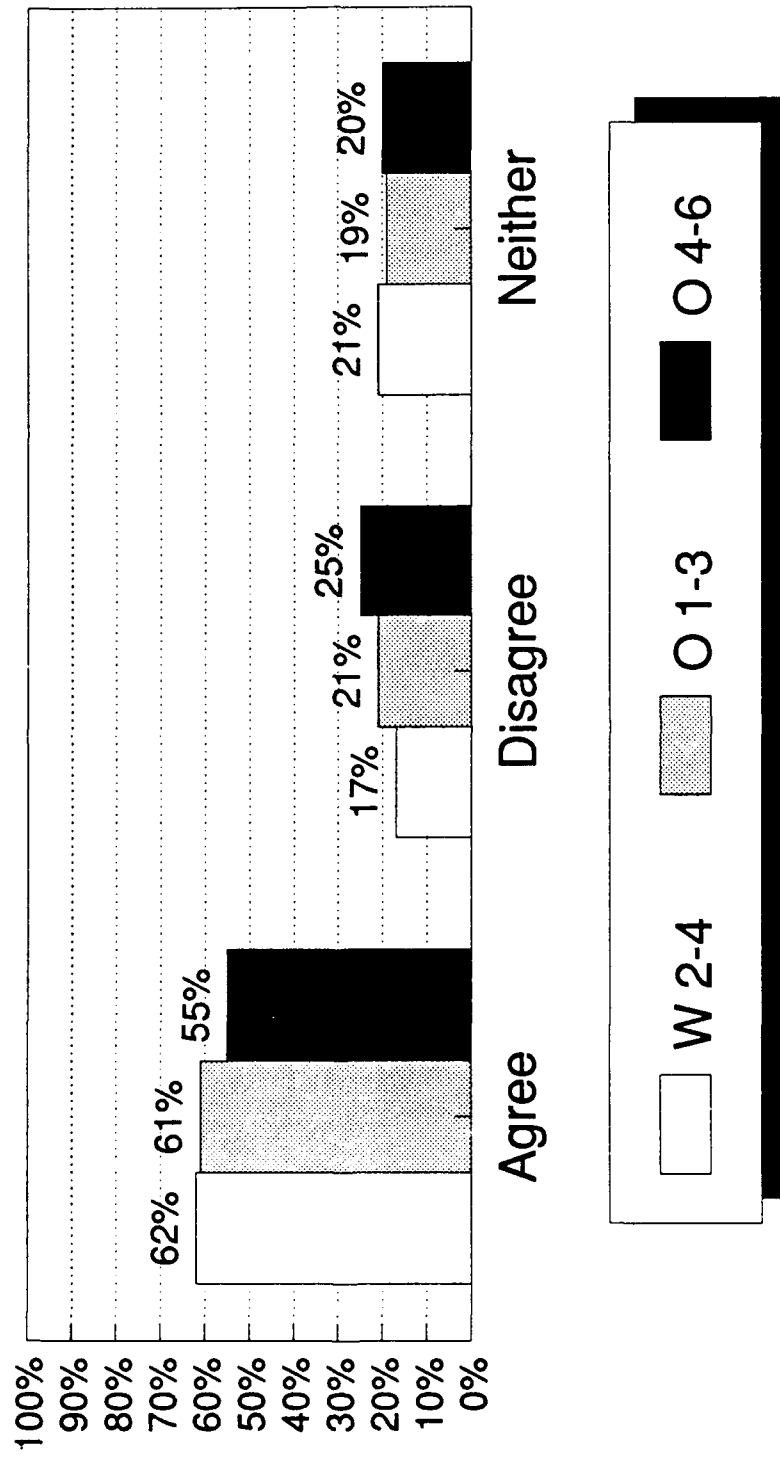
W 2-4, N = 160
O 1-3, N = 2721
O 4-6, N = 1531

(Q106) The Quality of Recreation Services (For Example, Special Services, Clubs) Available at My Base is Good



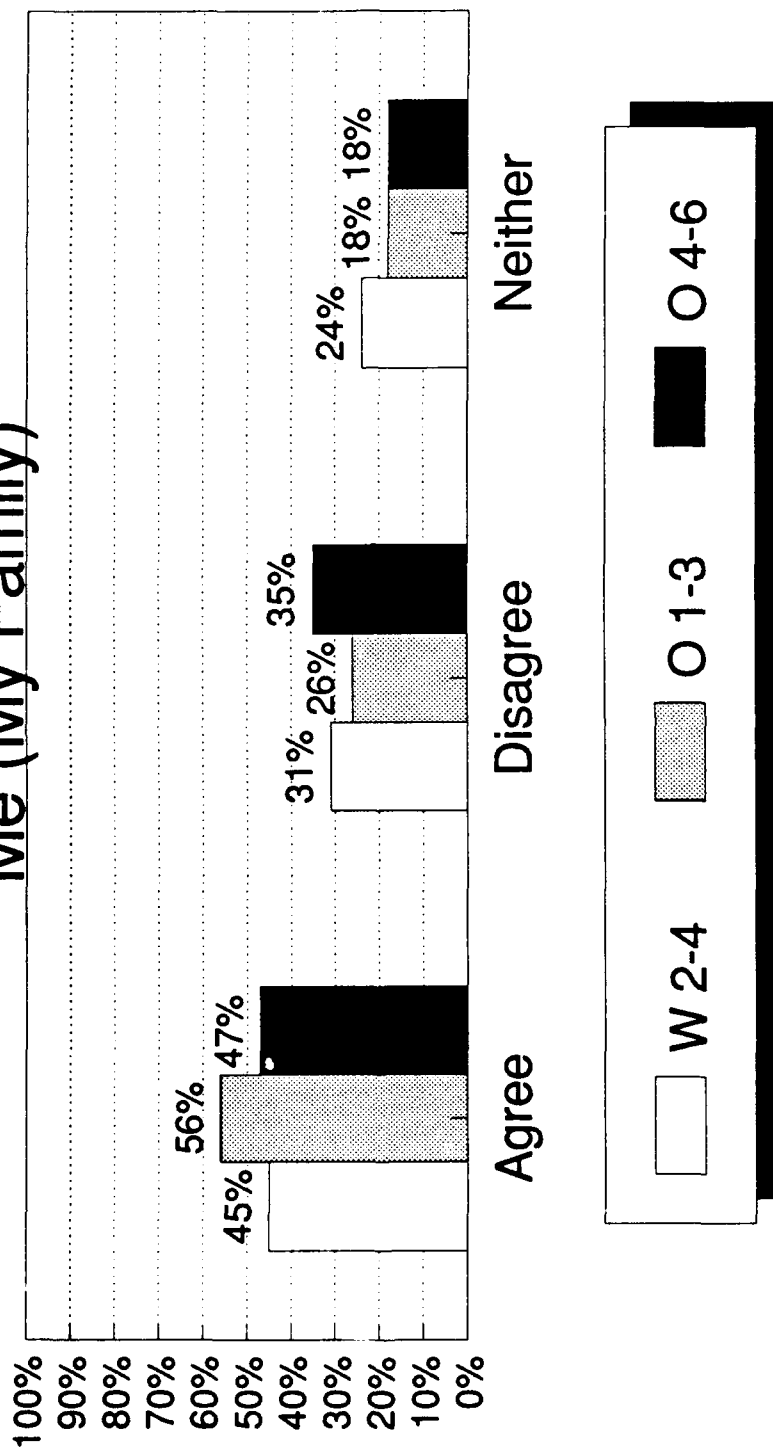
W 2-4, N=169
O 1-3, N=2755
O 4-6, N=1570

(Q107) Navy Recreation Services are Adequately Providing For My Leisure Needs



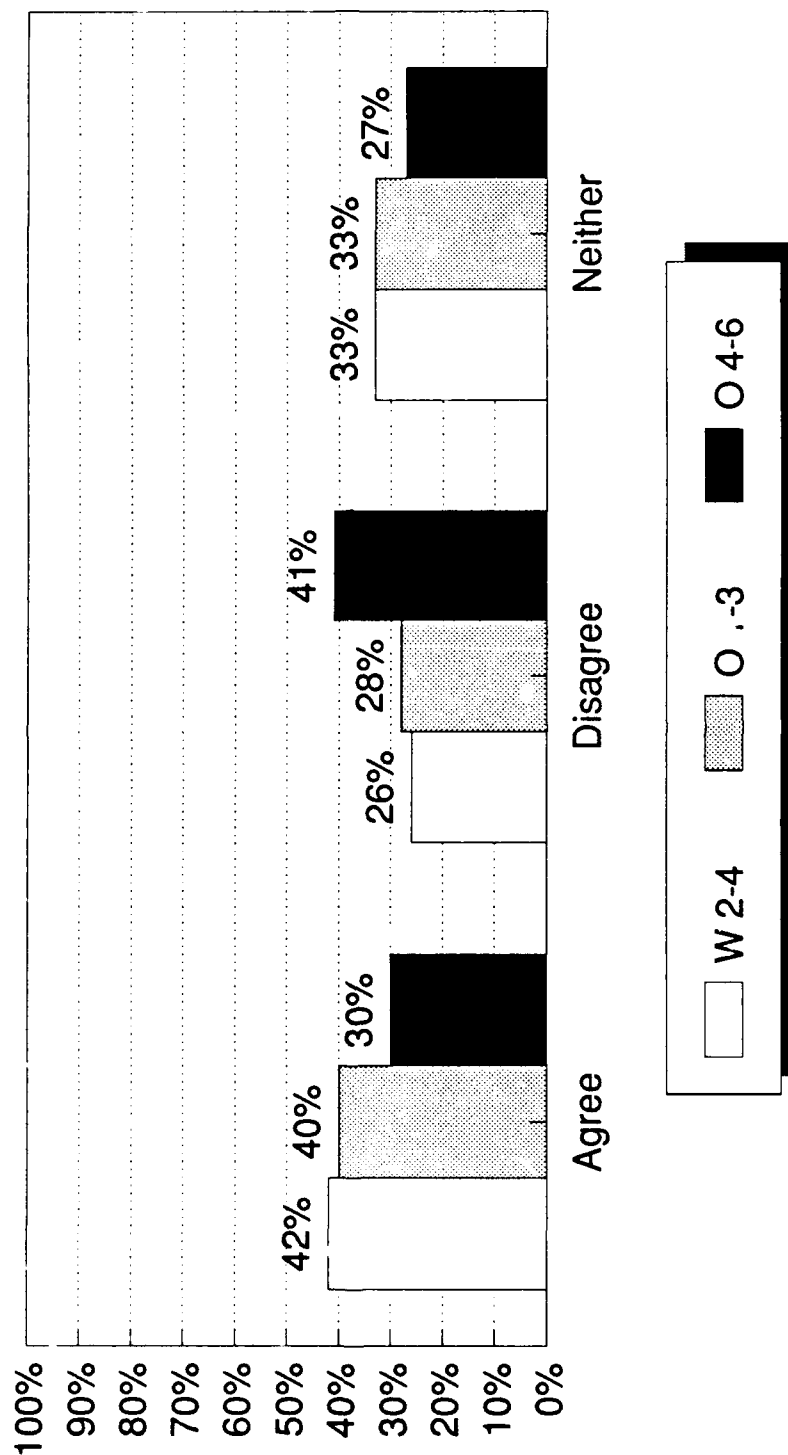
W 2-4, N=162
 O 1-3, N=2703
 O 4-6, N=1502

(Q108) If Navy Recreation Service Programs Were Eliminated, That Would Greatly Decrease The Quality Of Life For Me (My Family)



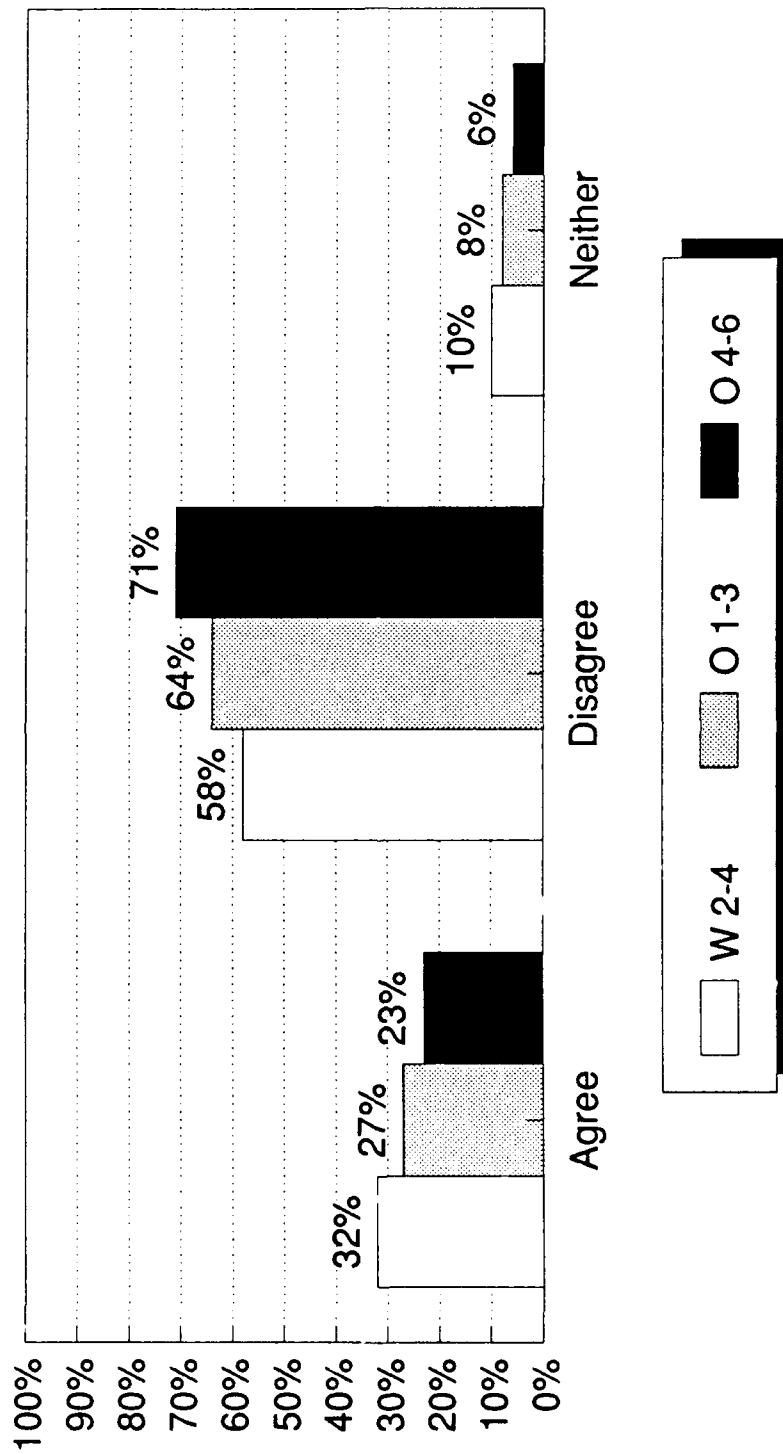
W 2-4, N = 168
O 1-3, N = 2752
O 4-6, N = 1581

(Q109) Navy Youth Programs are Very Important to My Family's Quality of Life in the Navy



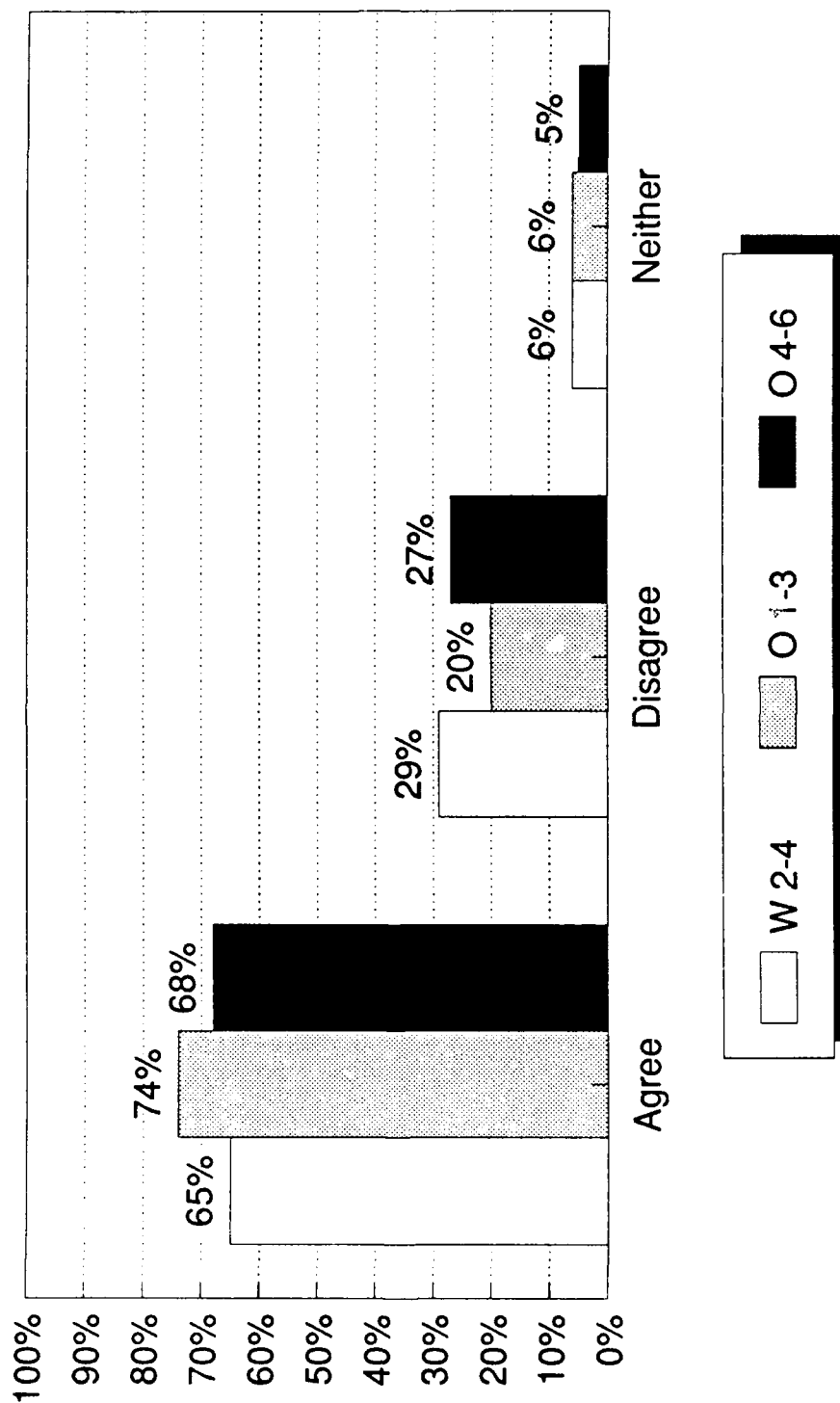
W 2-4, N=81
O 1-3, N=902
O 4-6, N=765

(Q110) There is Adequate Military Family Housing in My Area to Meet My Needs



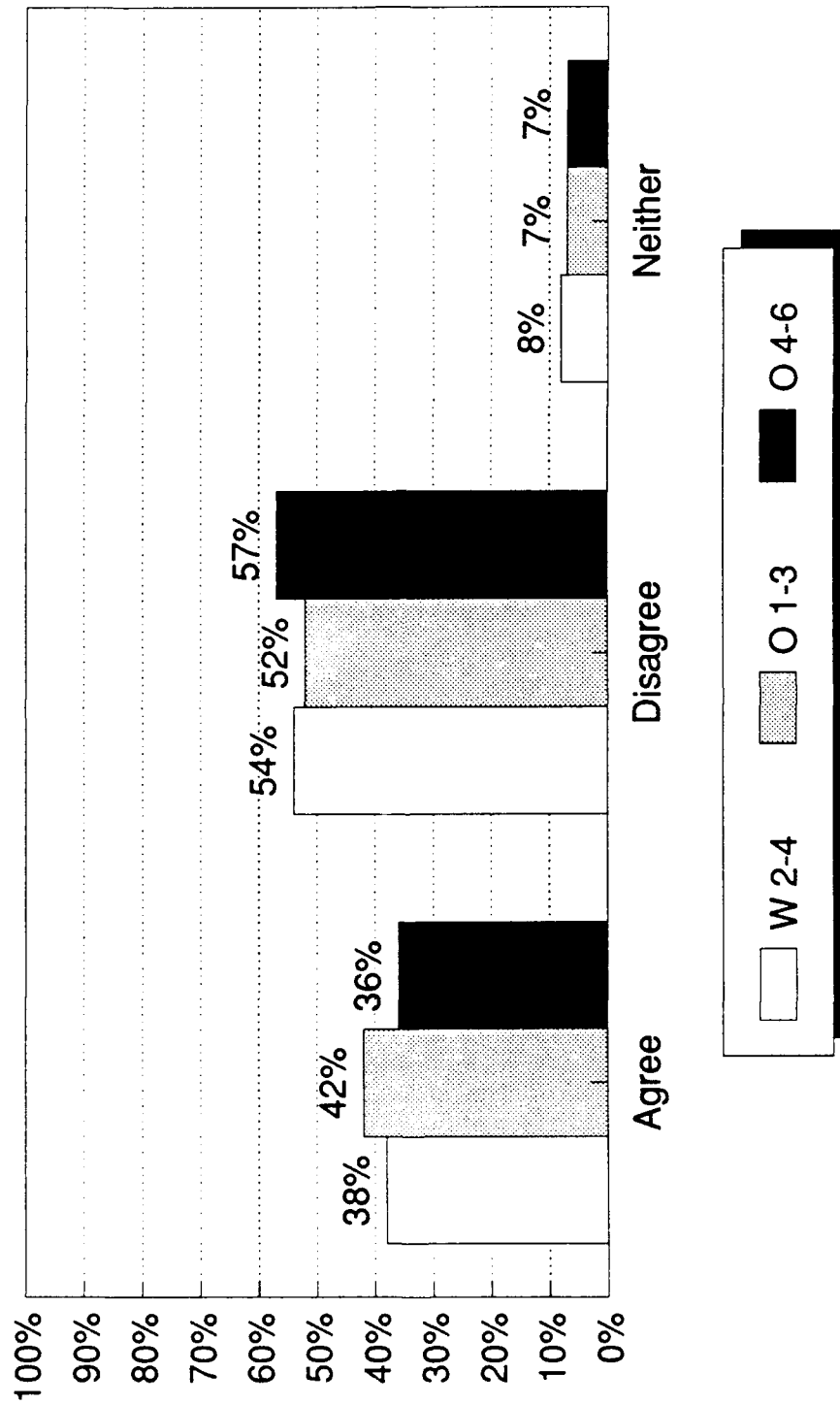
W 2-4, N=117
O 1-3, N=1784
O 4-6, N=1255

(Q111) There is Adequate Civilian Housing in My Area to Meet My Needs



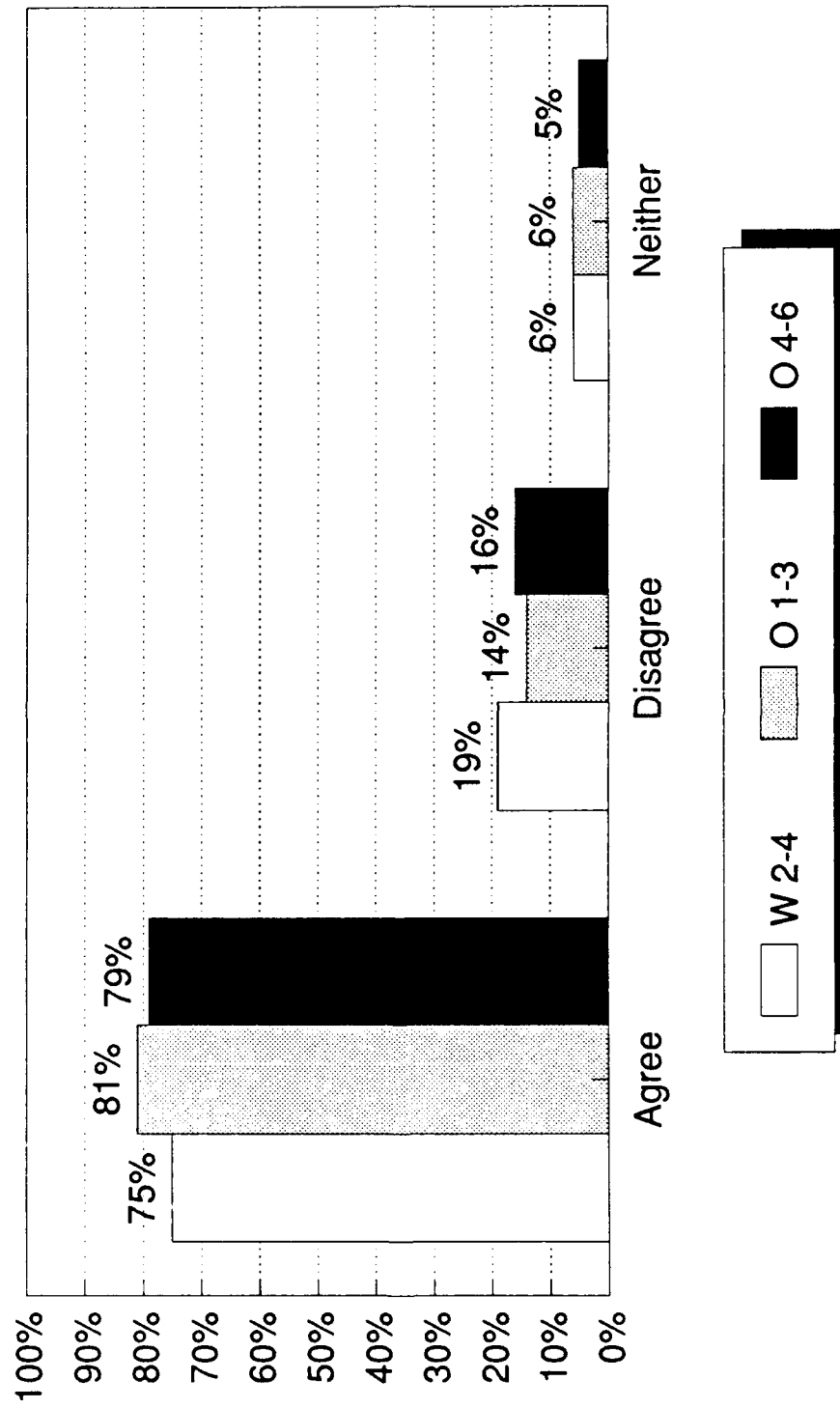
W 2-4, N=162
O 1-3, N=2780
O 4-6, N=1663

(Q112) Civilian Rental Housing is Affordable in My Area



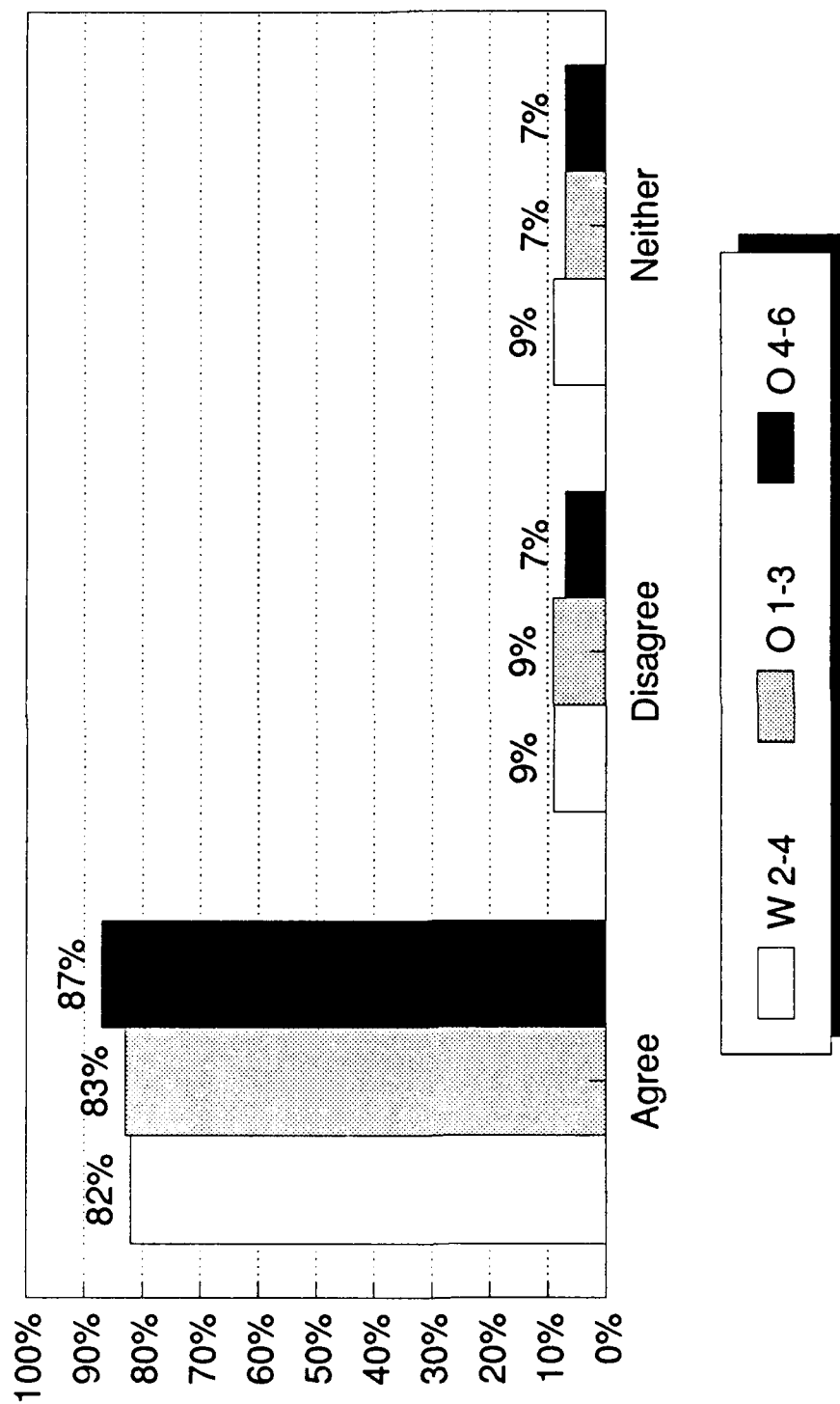
W 2-4, N=156
O 1-3, N=2767
O 4-6 N=1590

(Q113) I Am Satisfied With The Quality of My Housing/Living Space



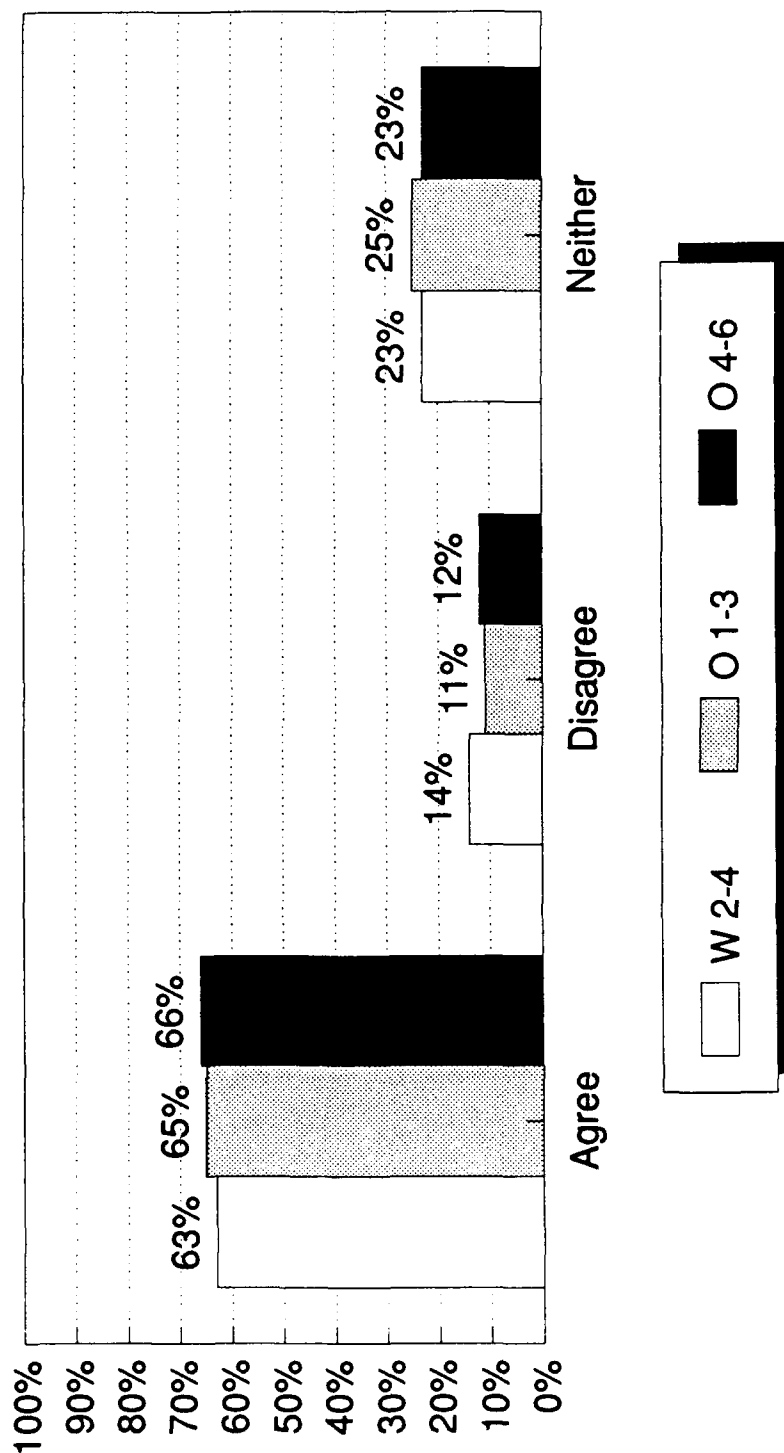
W 2-4, N=172
O 1-3, N=2878
O 4-6, N=1720

(Q114) I Feel Safe In My Residence (e.g., From Vandals Or Burglars).



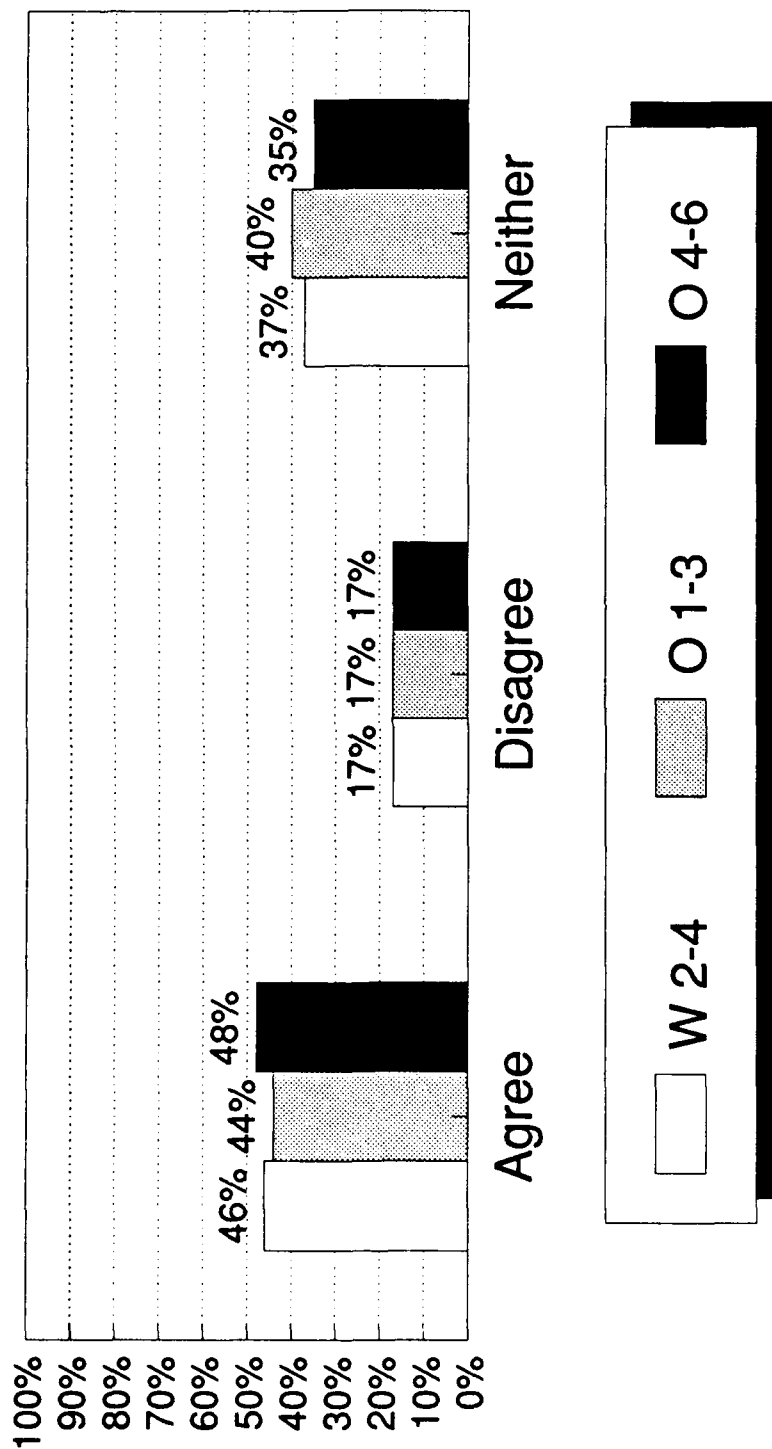
W 2-4, N=177
O 1-3, N=2895
O 4-6, N=1728

(Q115) My Present Living Conditions Are Having A Positive Effect On My Job Performance



W 2-4, N=178
O 1-3, N=2882
O 4-6, N=1725

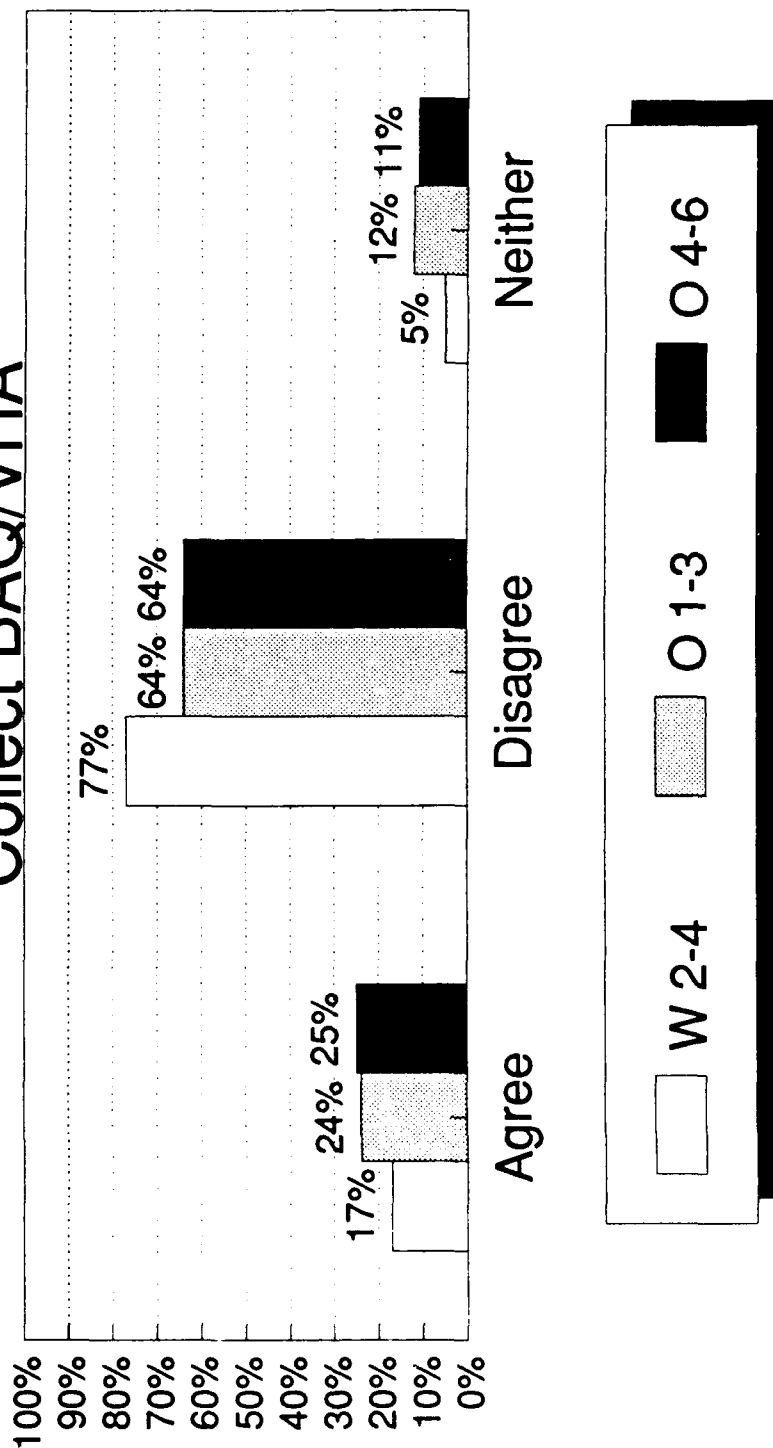
(Q116) My Present Living Conditions Are Having A Positive Effect On My Military Career Plans



W 2-4, N = 173
O 1-3, N = 2829
O 4-6, N = 1679

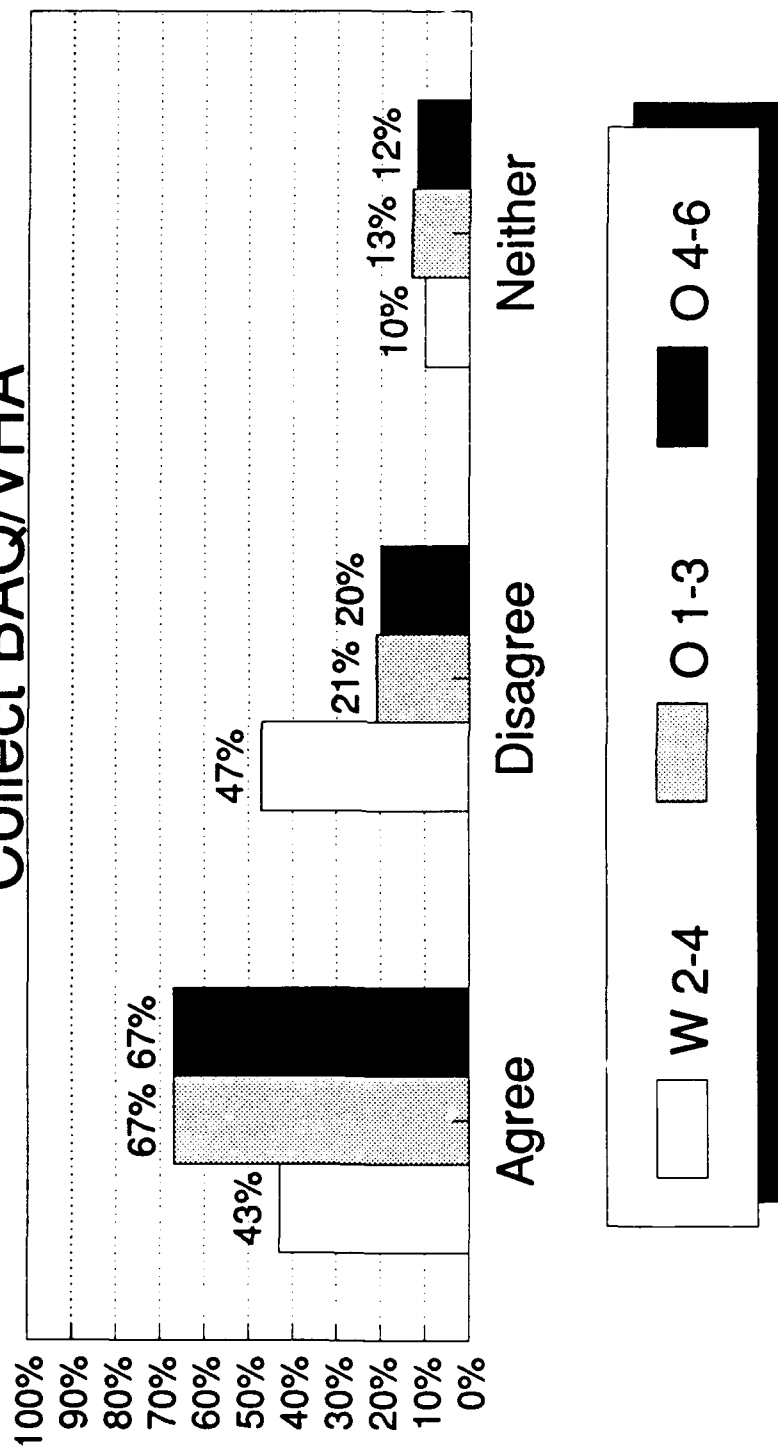
(Q117) E-1 To E-3 Single Navy Members Assigned To Sea Duty Should Be Allowed In All Cases To Live Off-Ship/Base And

Collect BAQ/VHA



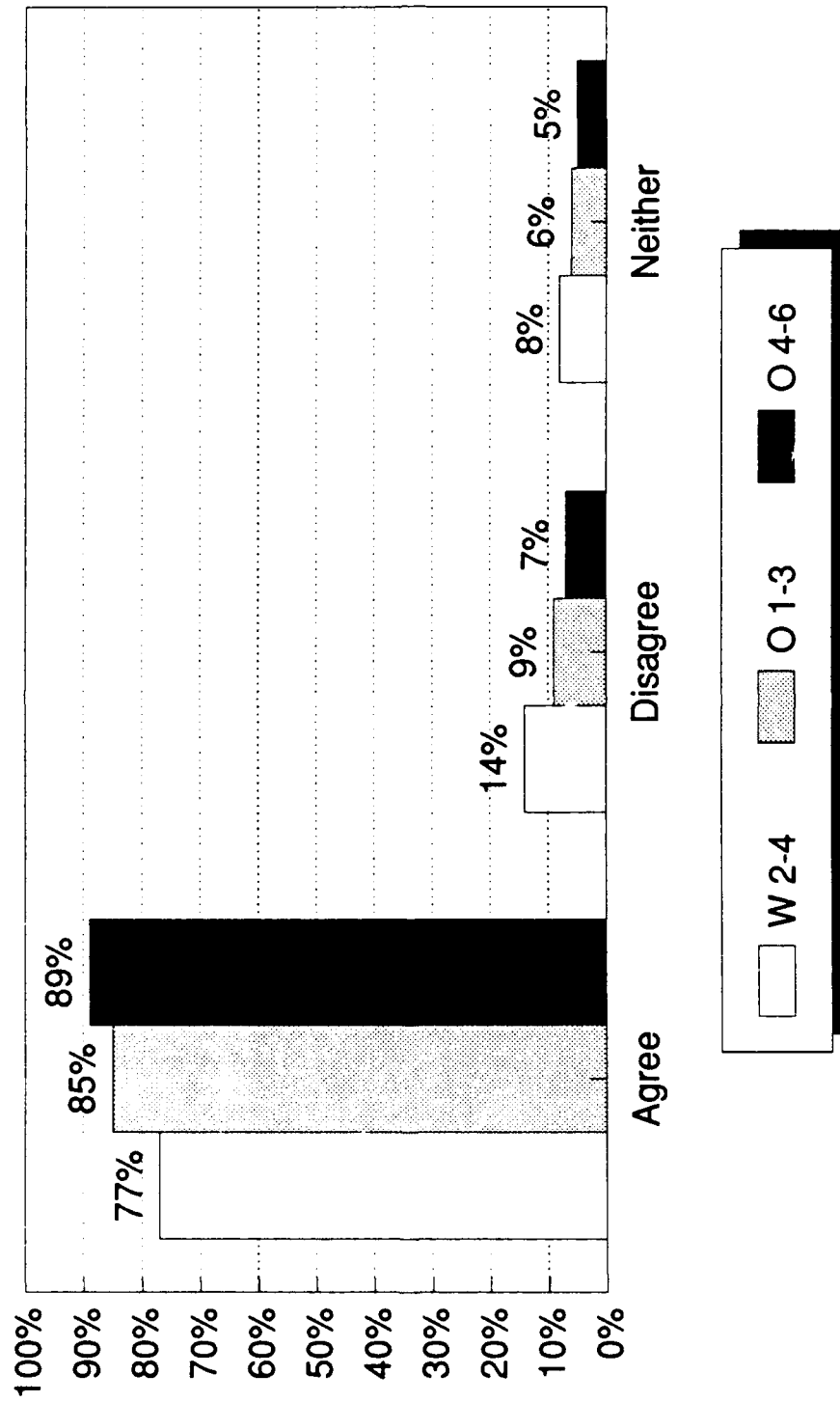
W 2-4, N = 175
O 1-3, N = 2594
O 4-6, N = 1596

(Q118) E-4 To E-6 Single Navy Members Assigned To Sea Duty Should Be Allowed In All Cases To Live Off-Ship/Base And Collect BAQ/VHA



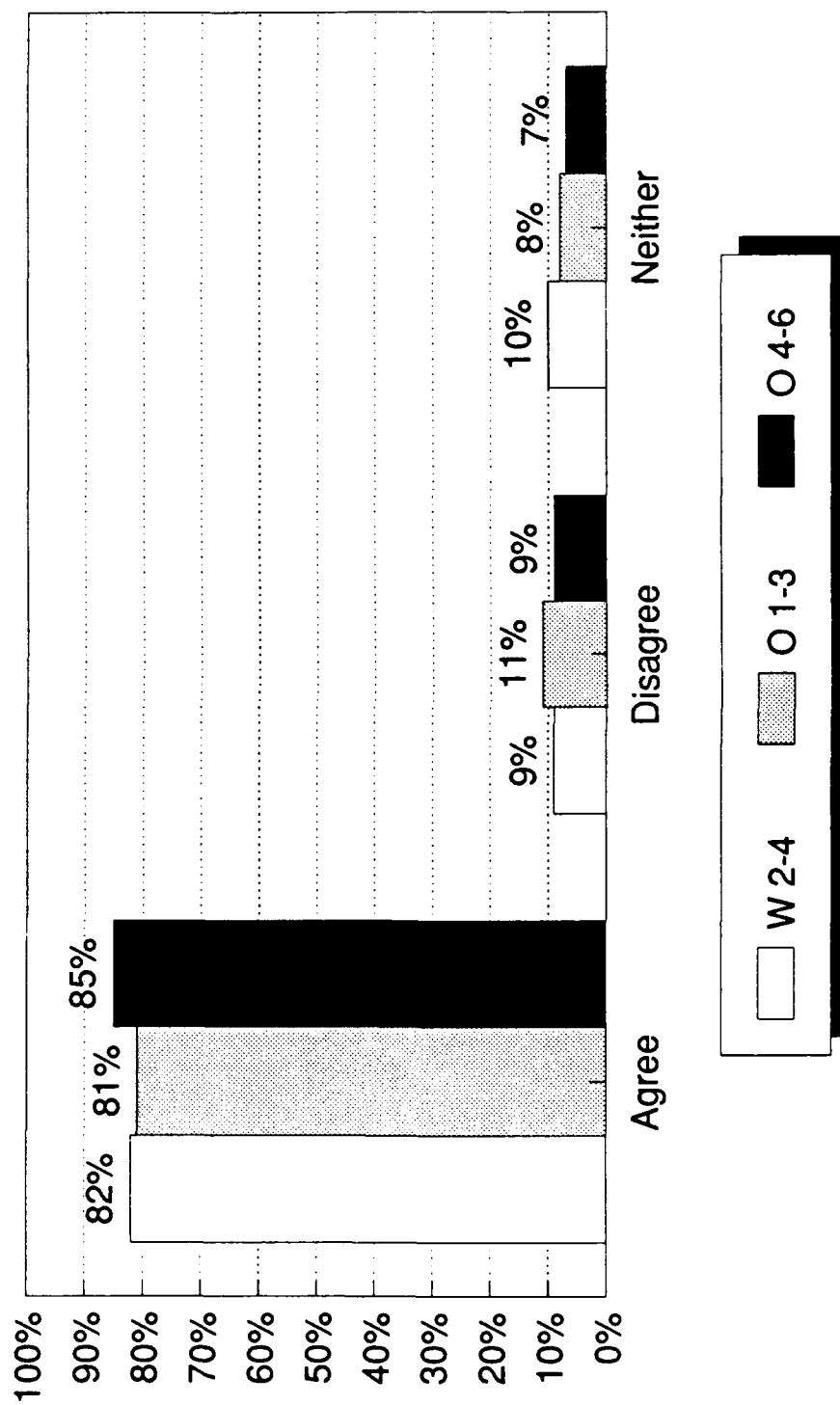
W 2-4, N = 174
O 1-3, N = 2601
O 4-6, N = 1601

(Q119) I Can Generally Afford The Things I Or My Family Need



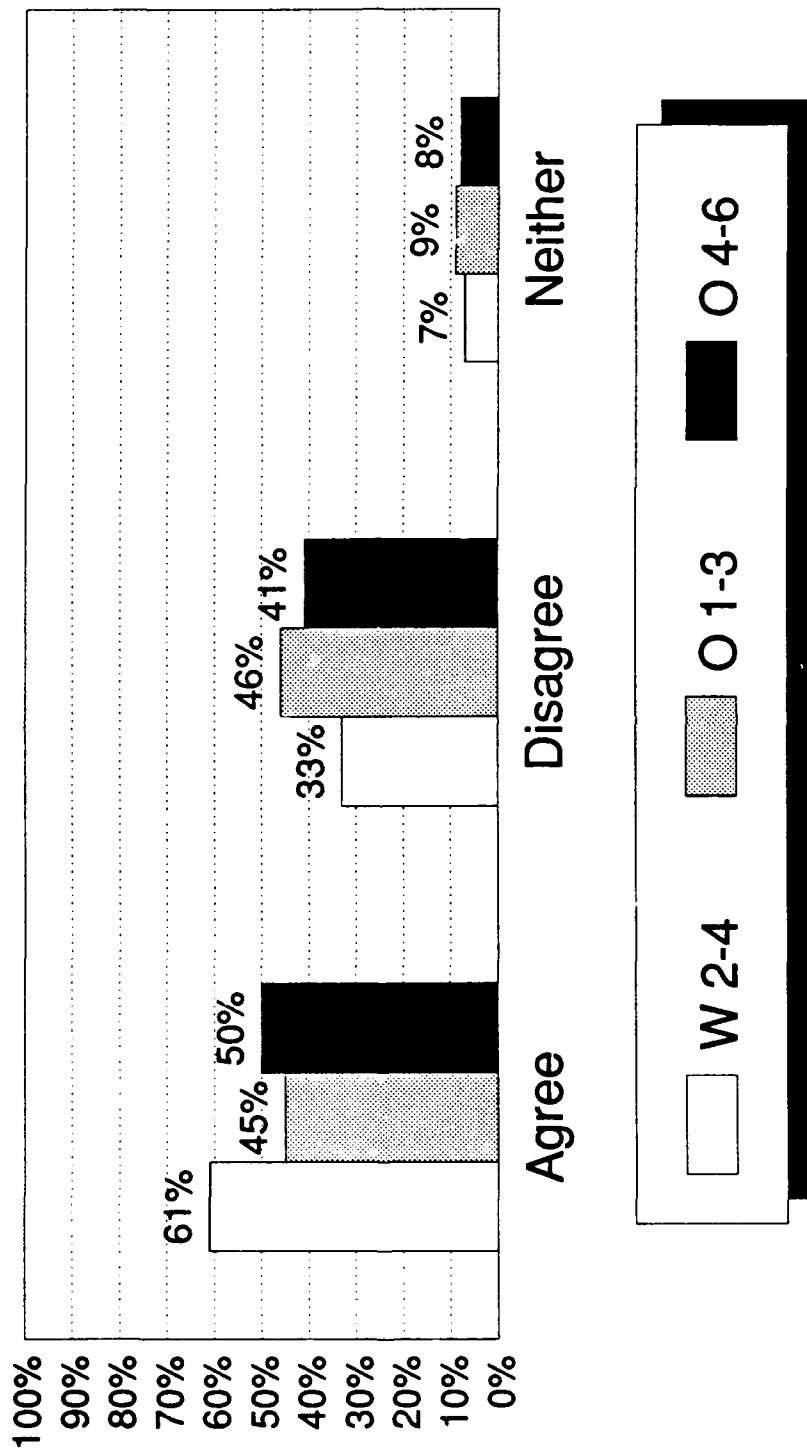
W 2-4, N=179
O 1-3, N=2891
O 4-6, N=1732

(Q120) I Am Satisfied With The Community In Which I Live



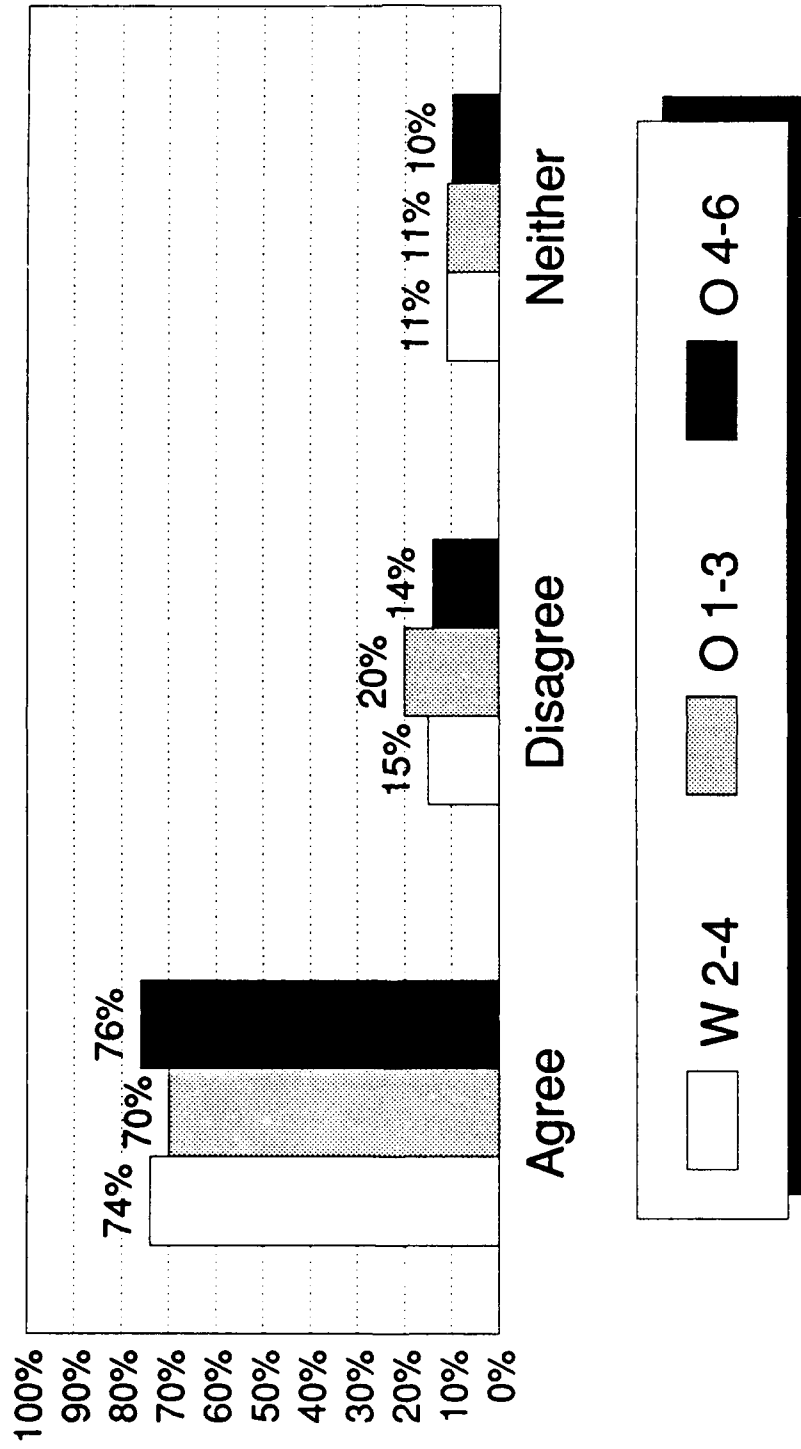
W 2-4, N=181
O 1-3, N=2897
O 4-6, N=1734

(Q121) I Have Enough Time For Leisure And Recreation Activities That I Enjoy Officers



W 2-4, N = 181
O 1-3, N = 2899
O 4-6, N = 1737

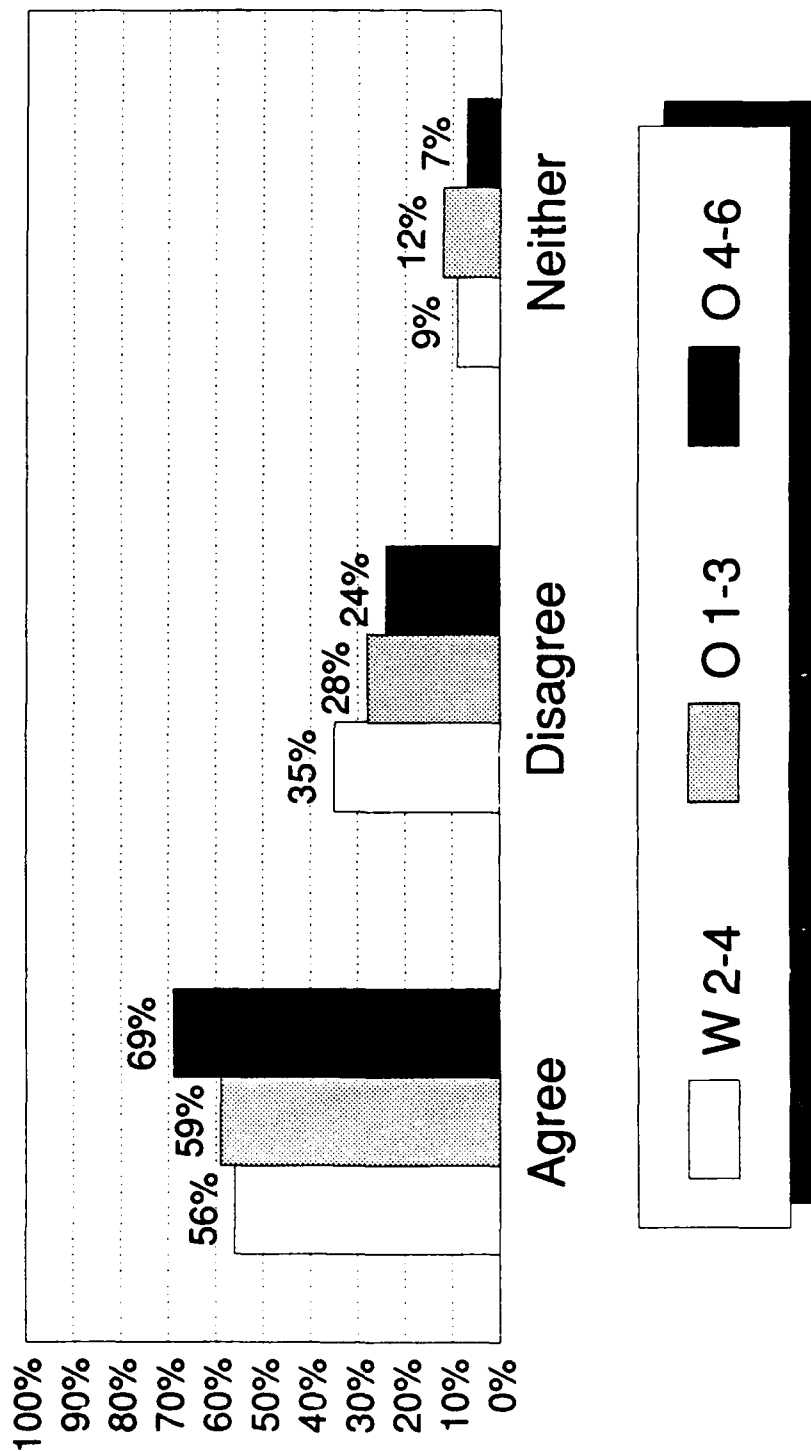
(Q122) Overall, I Am Satisfied With My Quality Of Life Officers



W 2-4, N = 180
O 1-3, N = 2889
O 4-6, N = 1734

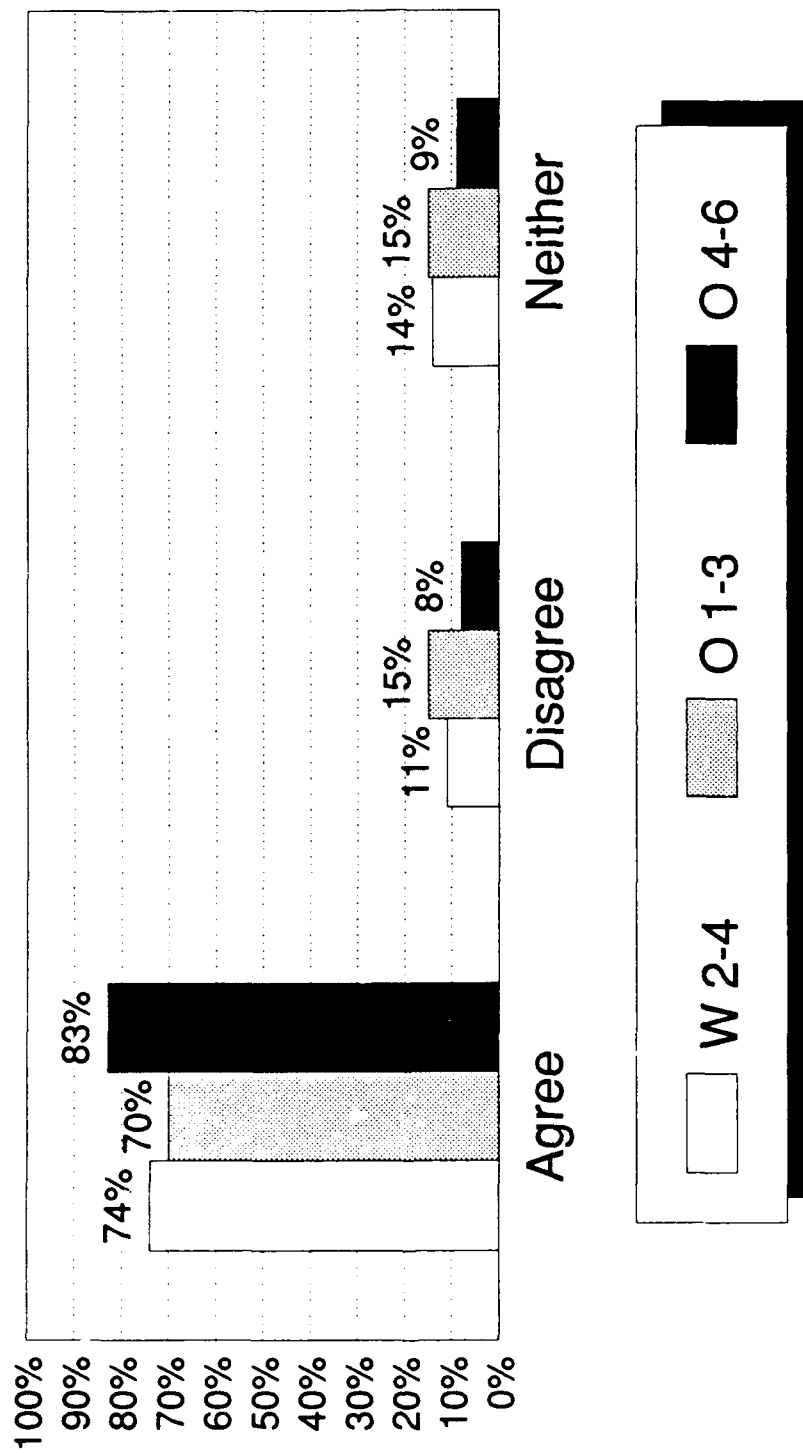
(Q123) Decisions Are Made At The Appropriate Level In My Command

Enlisted



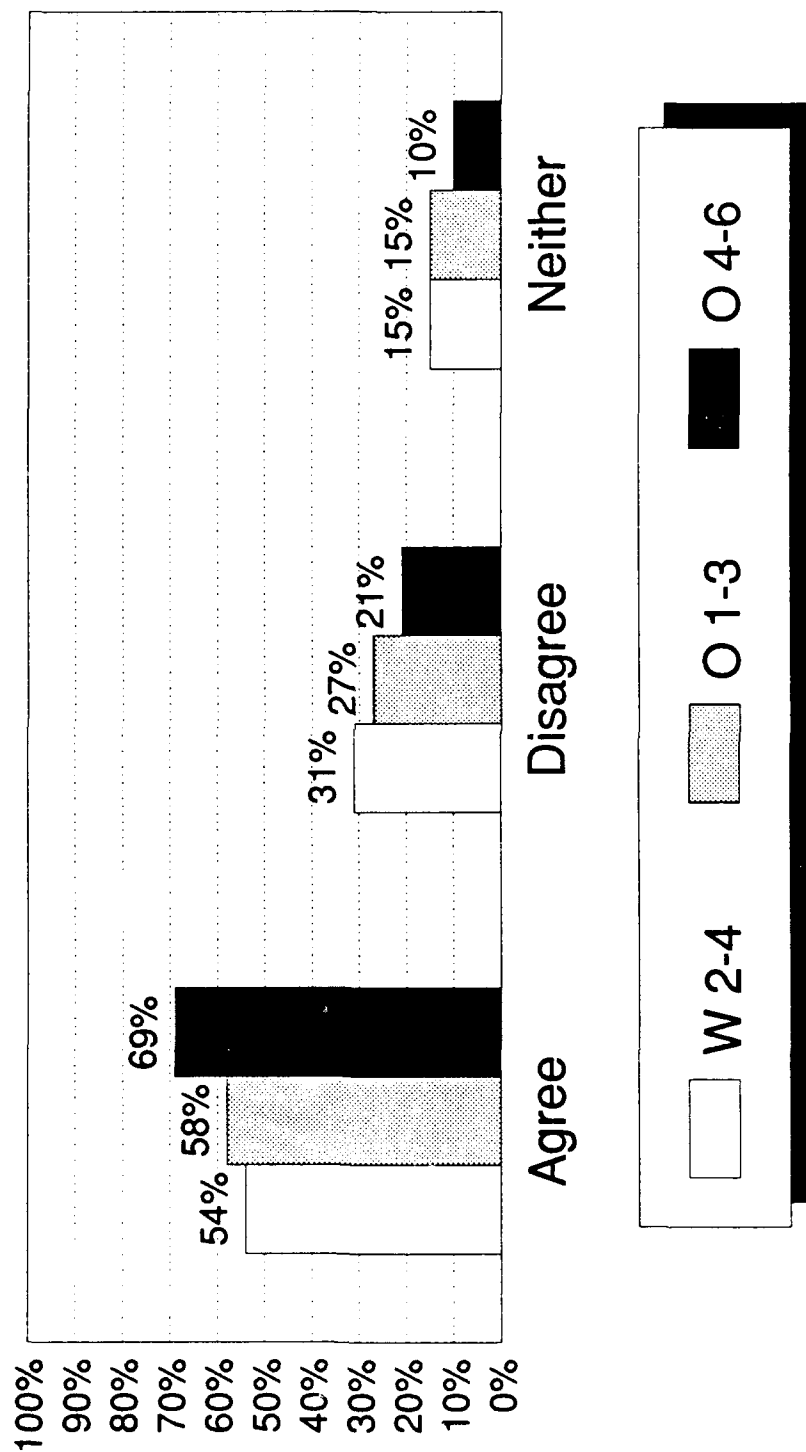
W 2-4, N = 181
O 1-3, N = 2877
O 4-6, N = 1711

(Q124) I Usually Receive Command Support For The Decisions That I Make Officers



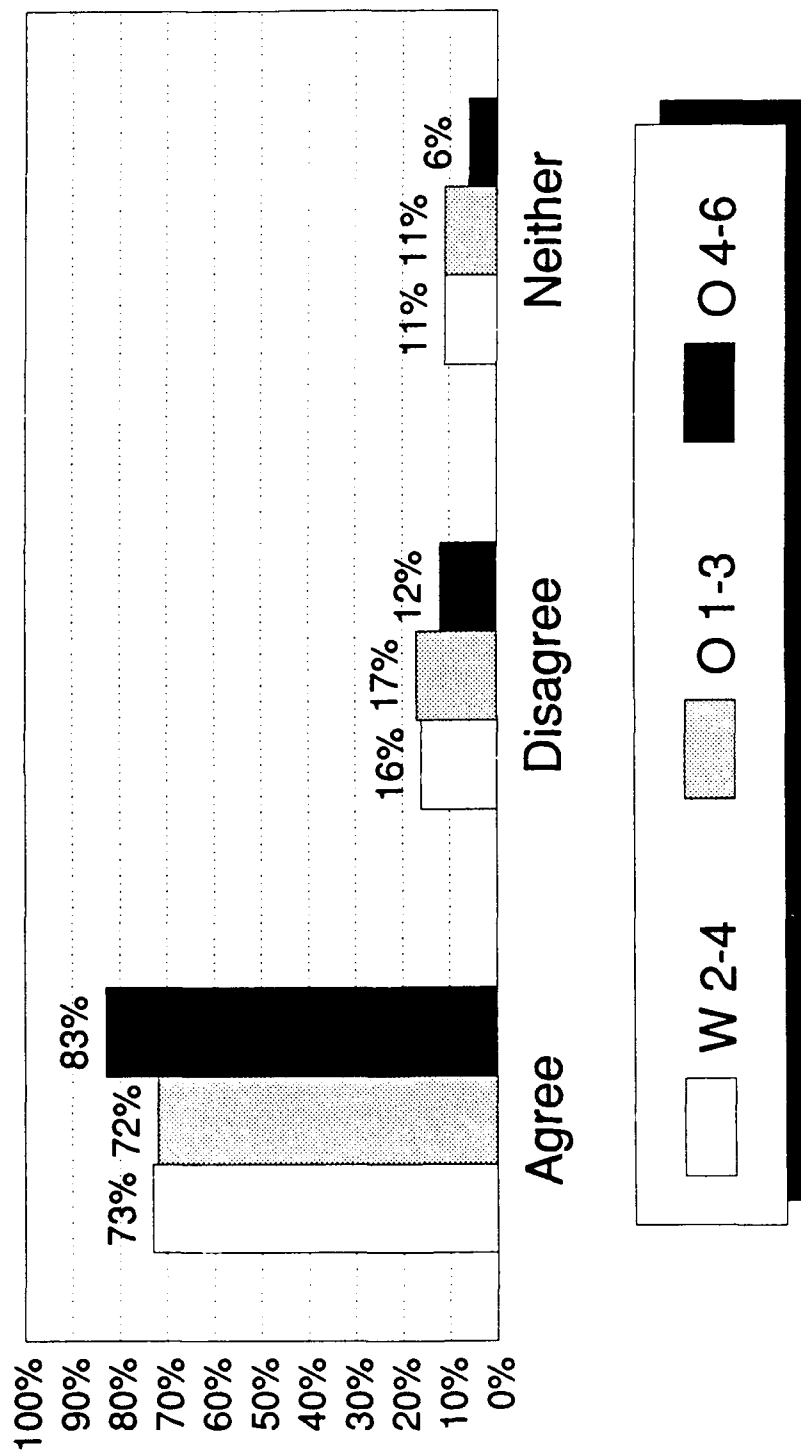
W 2-4, N = 181
O 1-3, N = 2817
O 4-6, N = 1703

(Q125) I Am Satisfied With The Quality Of Leadership In My Command Officers



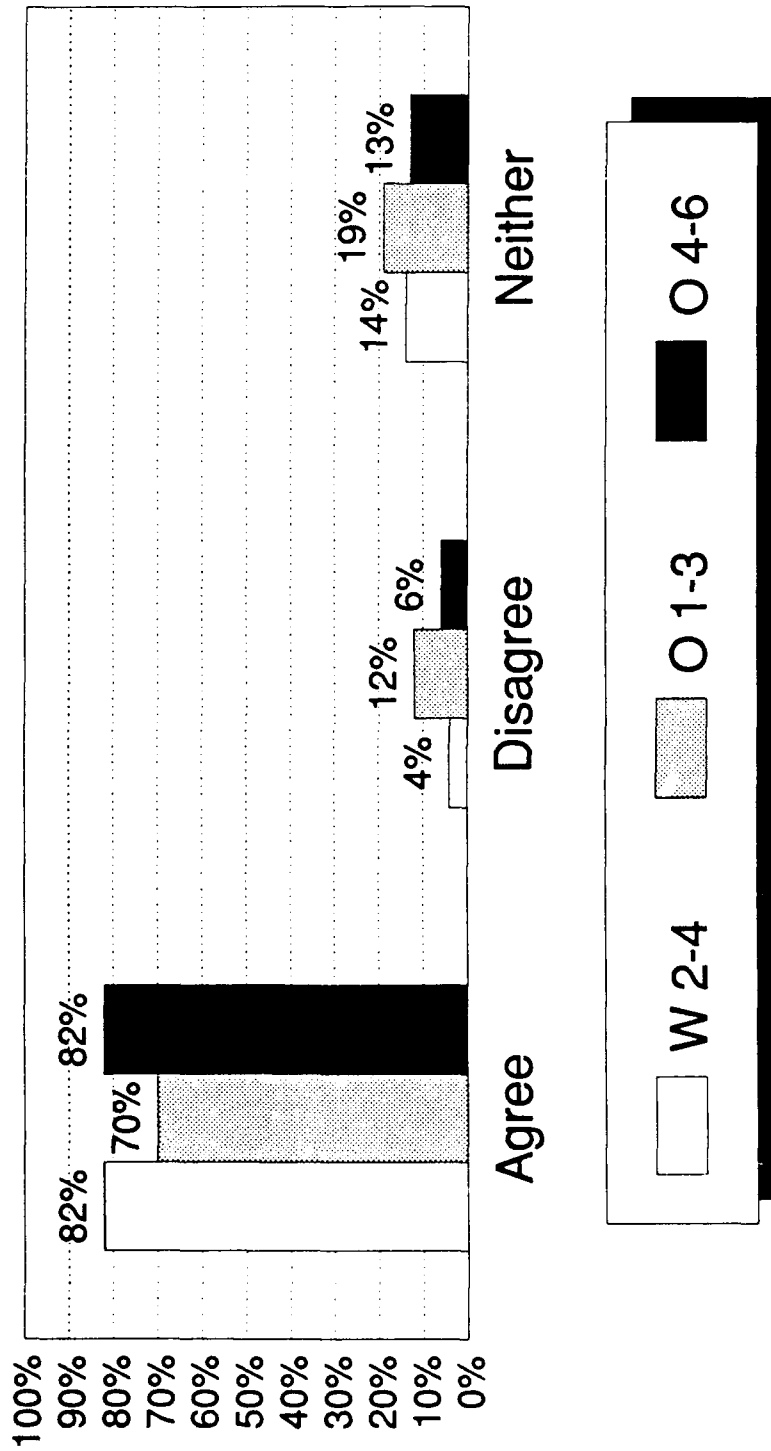
W 2-4, N = 180
O 1-3, N = 2893
O 4-6, N = 1716

(Q126) I Am Allowed To Exercise The Responsibilities Of My Job Officers



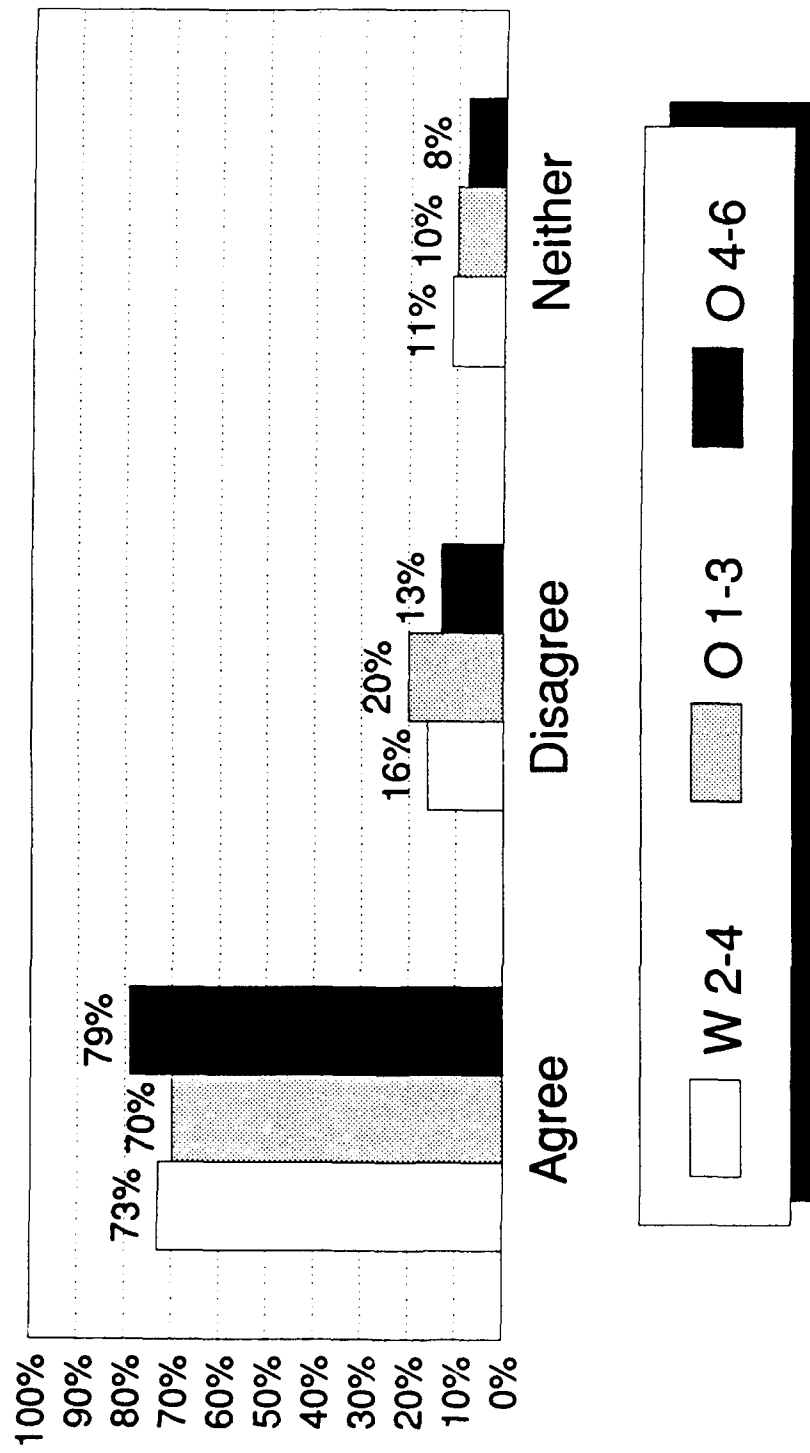
W 2-4, N = 181
O 1-3, N = 2855
O 4-6, N = 1721

(Q127) I Am Glad That I Chose To Join The Navy Instead Of Other Organizations I Was Considering When I Joined



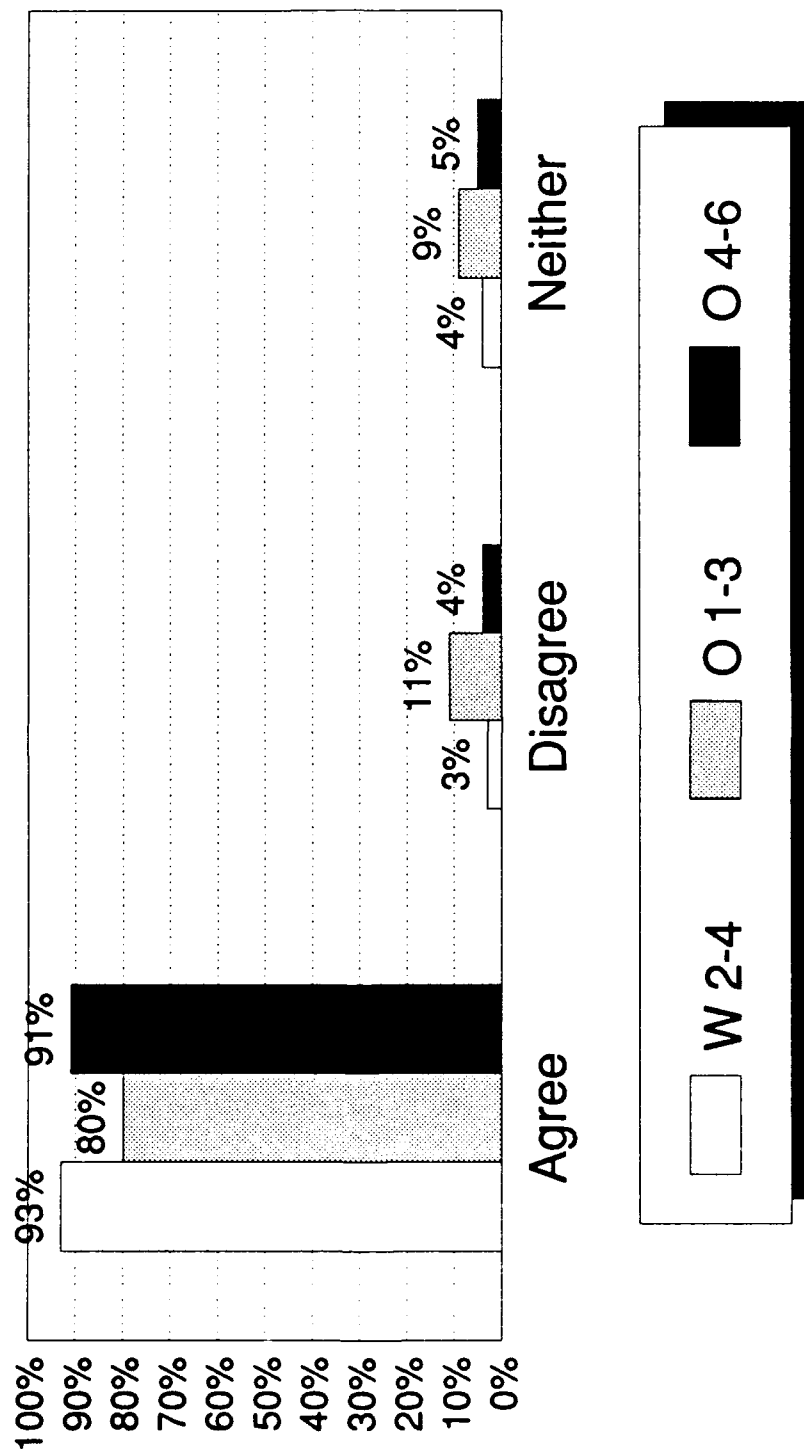
W 2-4, N = 173
O 1-3, N = 2809
O 4-6, N = 1653

(Q128) I Am Generally Satisfied With My Current Job Officers



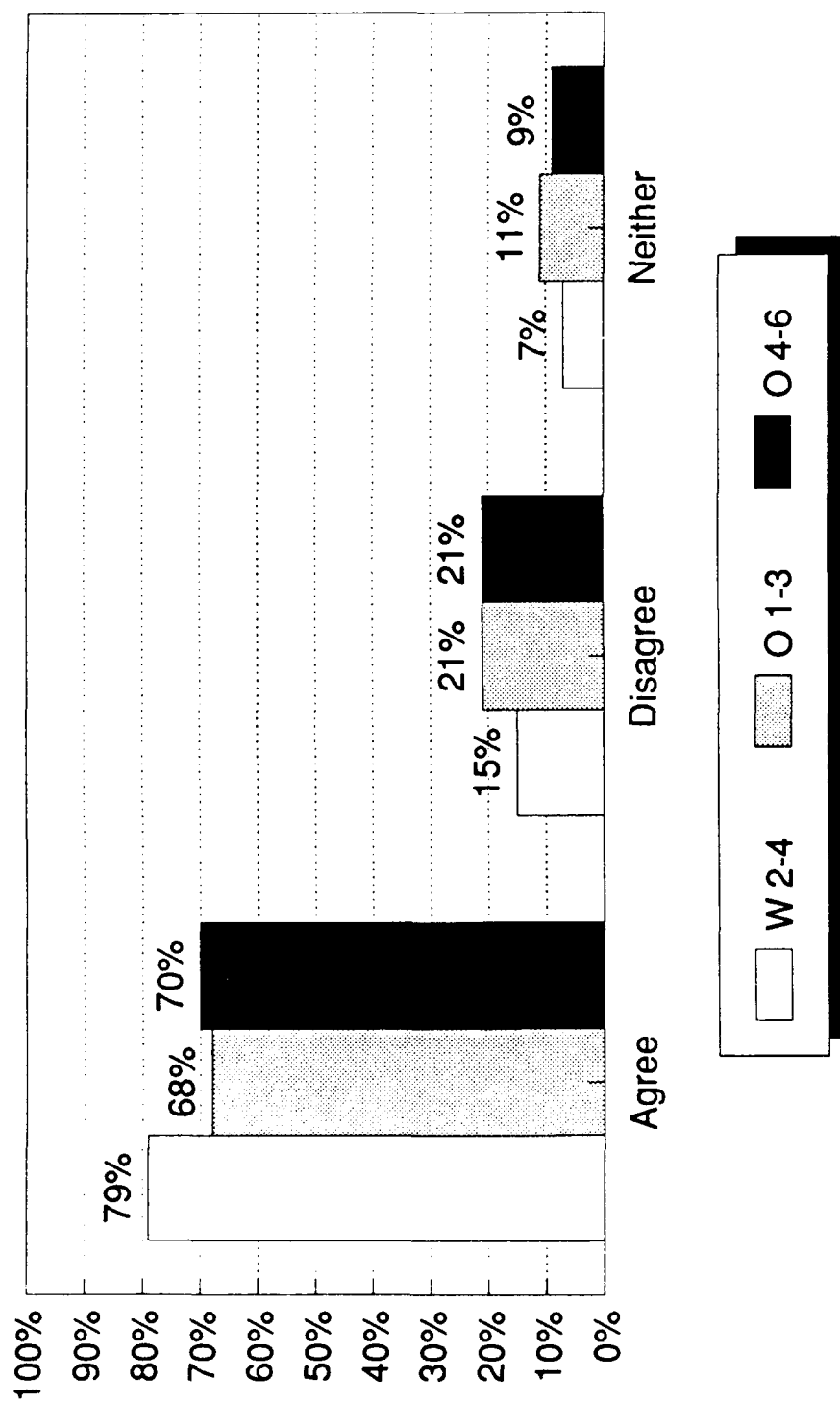
W 2-4, N = 181
O 1-3, N = 2903
O 4-6, N = 1736

(Q129) In General, I Like The Work I Do In The Navy Officers



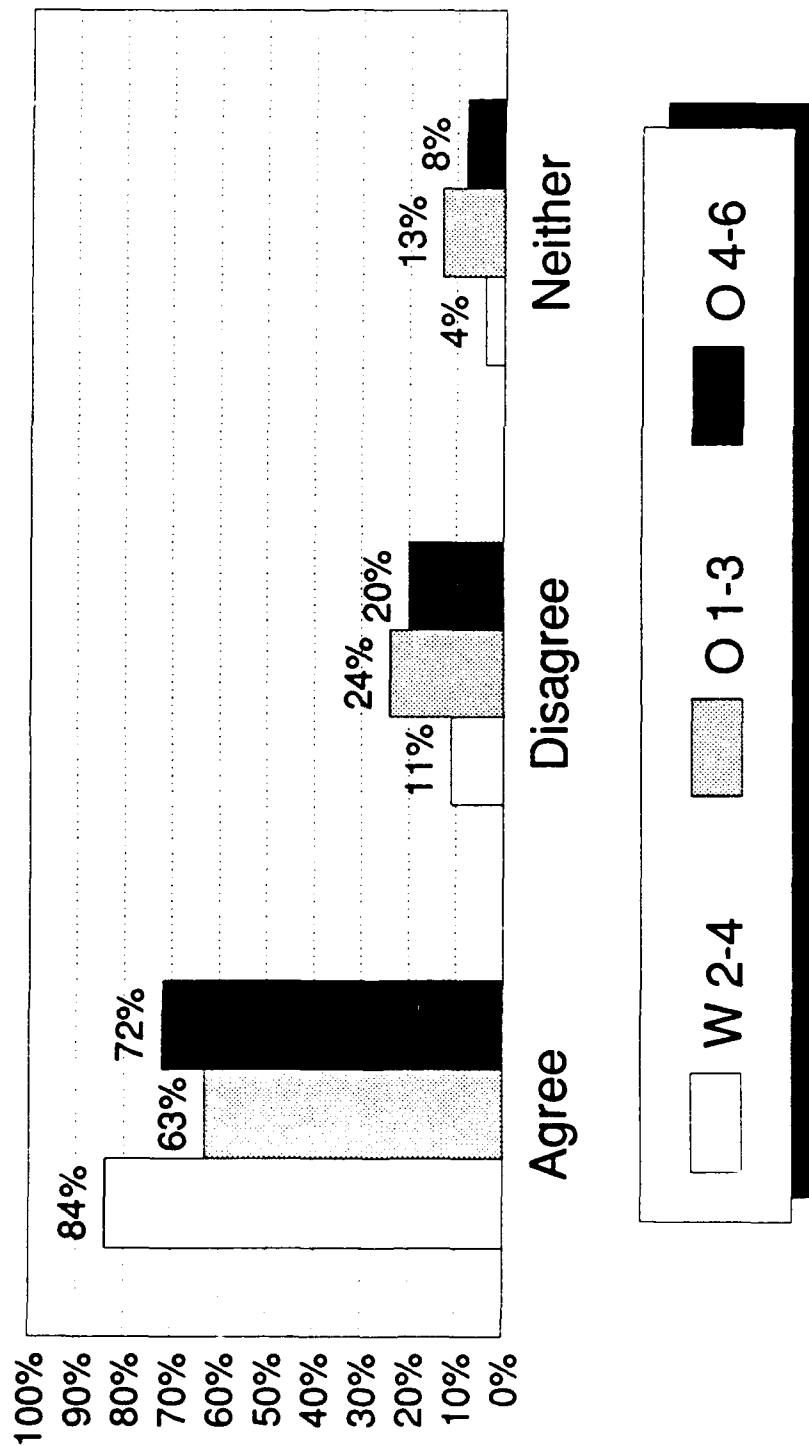
W 2-4, N = 181
O 1-3, N = 2903
O 4-6, N = 1733

(Q130) I Am Satisfied With My Physical Working Conditions



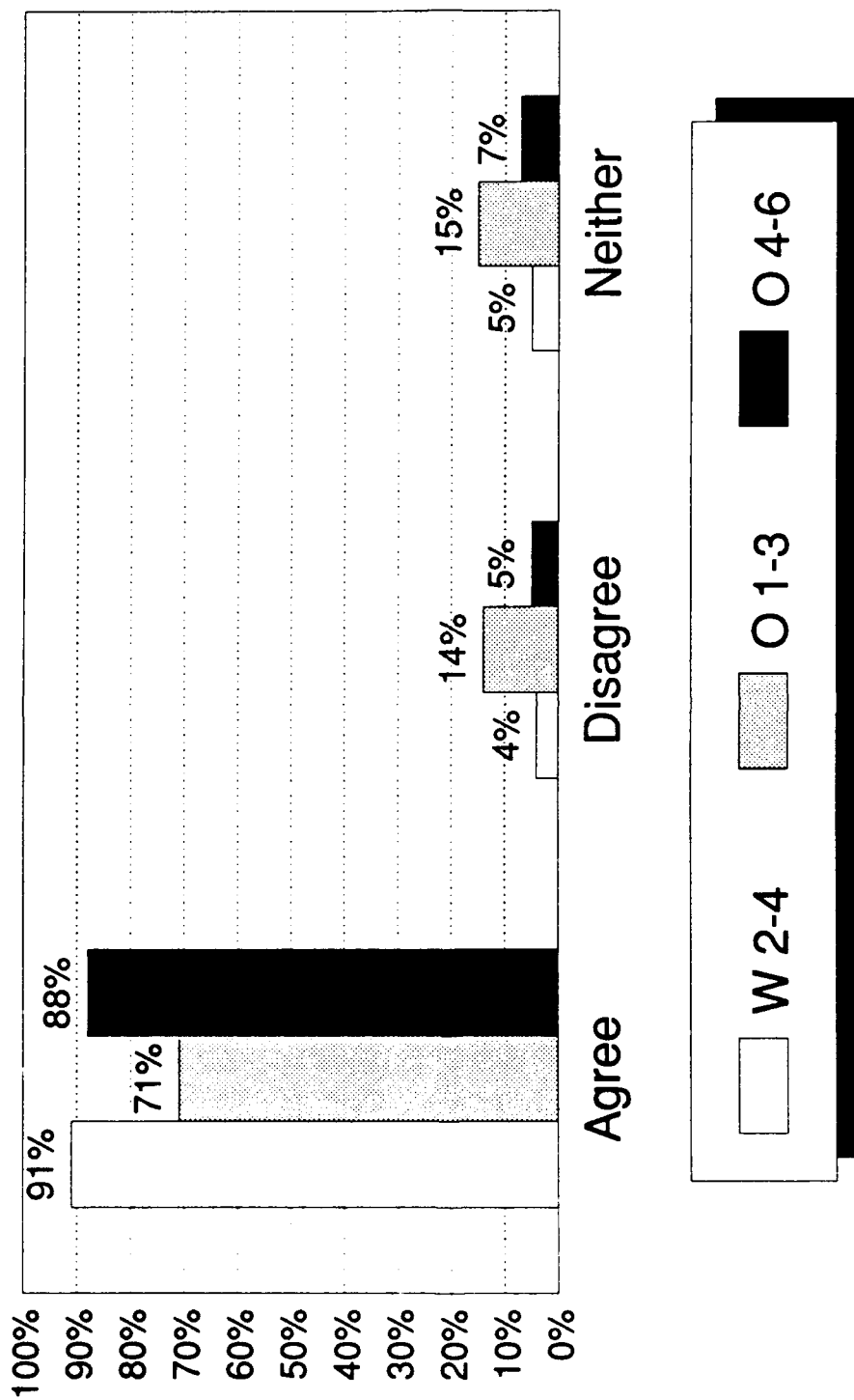
W 2-4, N=181
 O 1-3, N=2904
 O 4-6, N=1732

(Q131) I Am Satisfied With My Career Development Officers



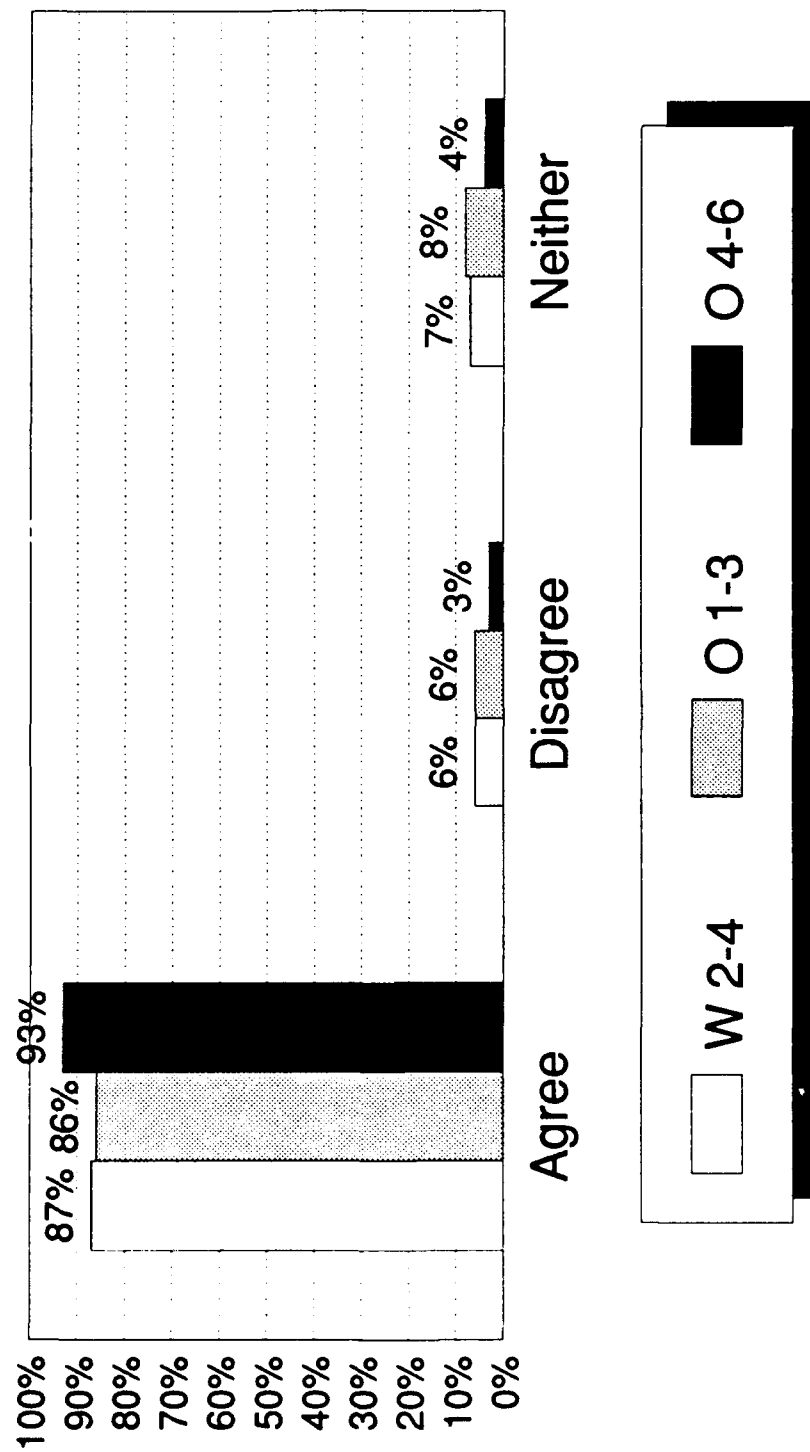
W 2-4, N = 181
O 1-3, N = 2896
O 4-6, N = 1734

(Q132) I Enjoy My Career In The Navy Officers



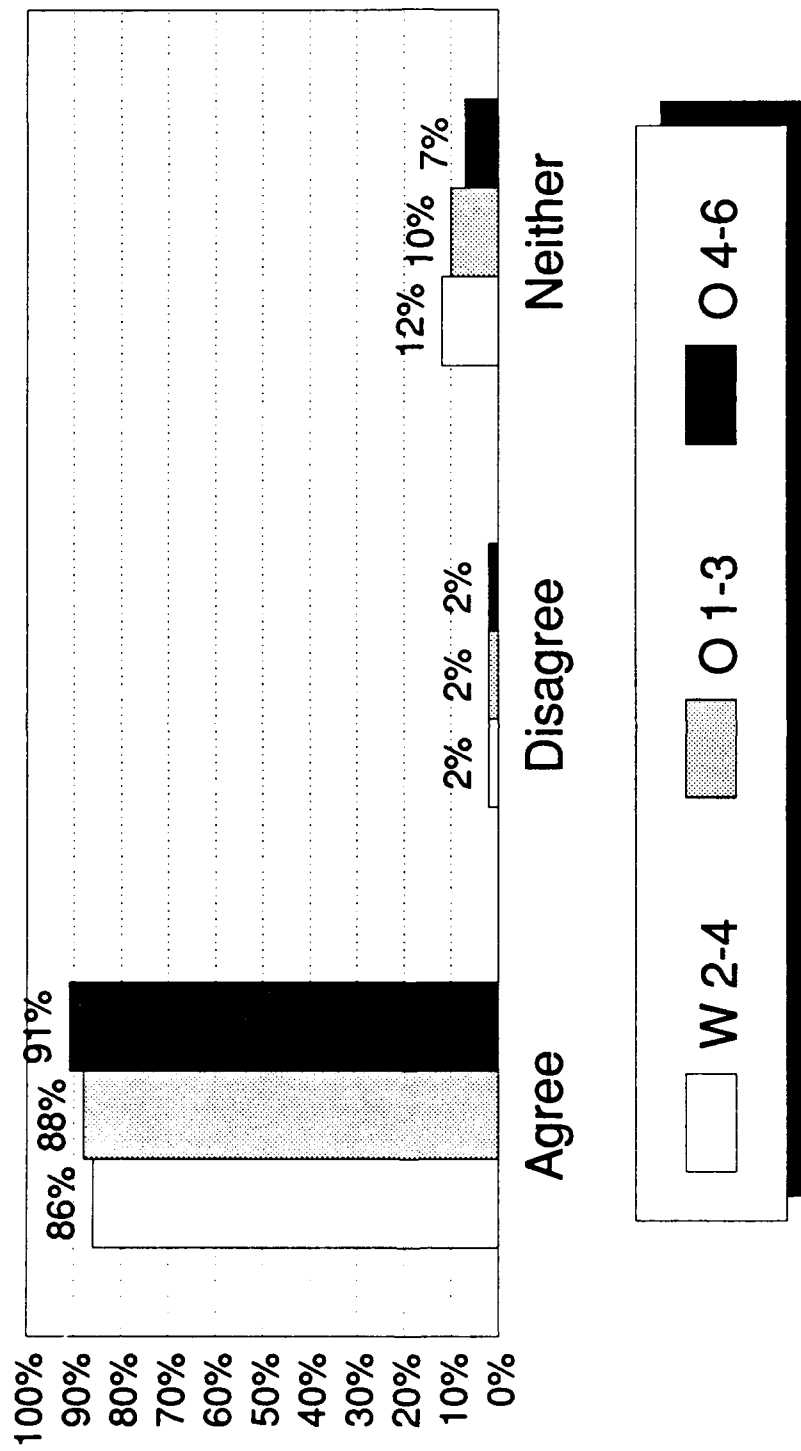
W 2-4, N = 181
O 1-3, N = 2896
O 4-6, N = 1734

(Q133) I Feel My Work Assignments Are Fair Officers



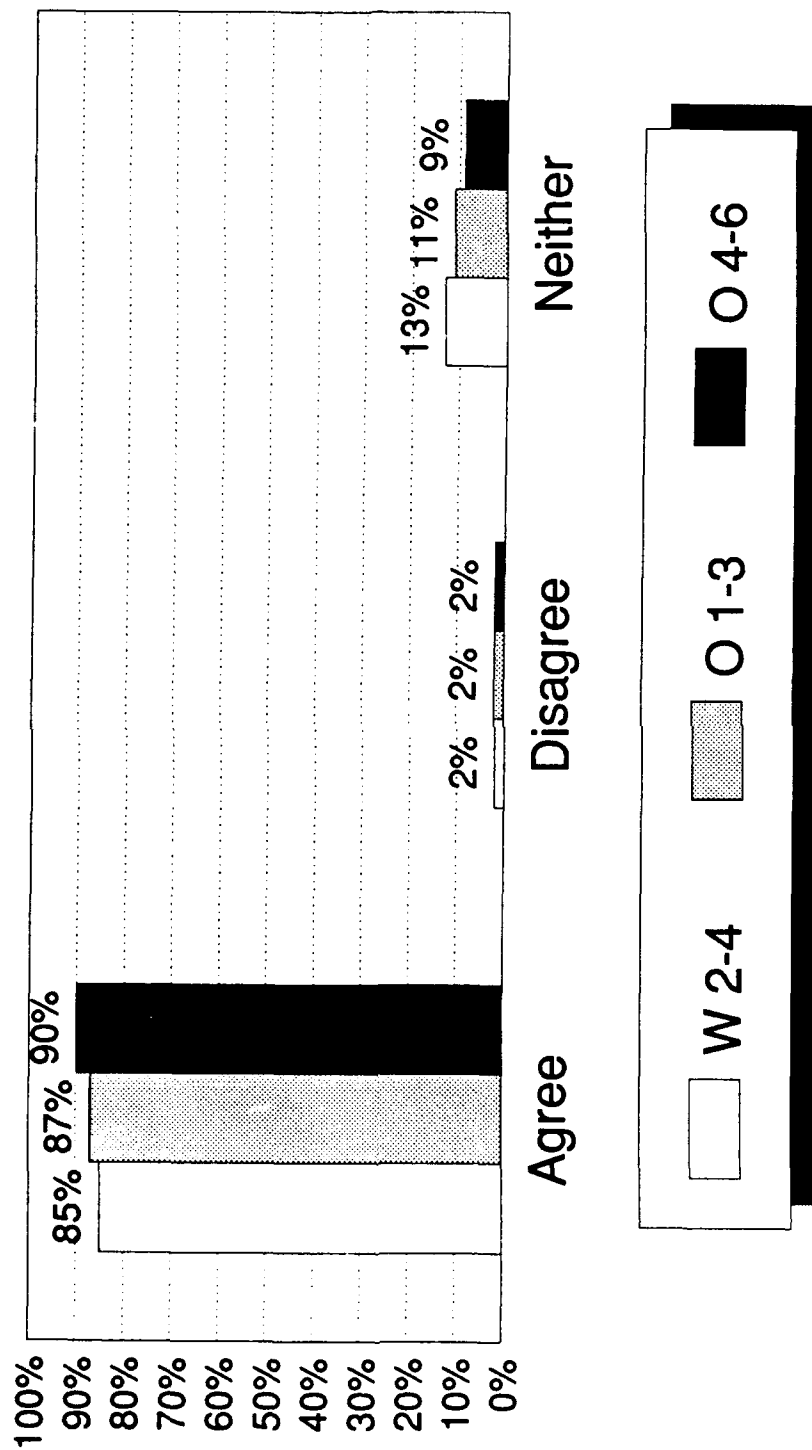
W 2-4, N = 181
O 1-3, N = 2901
O 4-6, N = 1735

(Q134) My Commanding Officer (CO) Actively Supports Equal Opportunity Officers



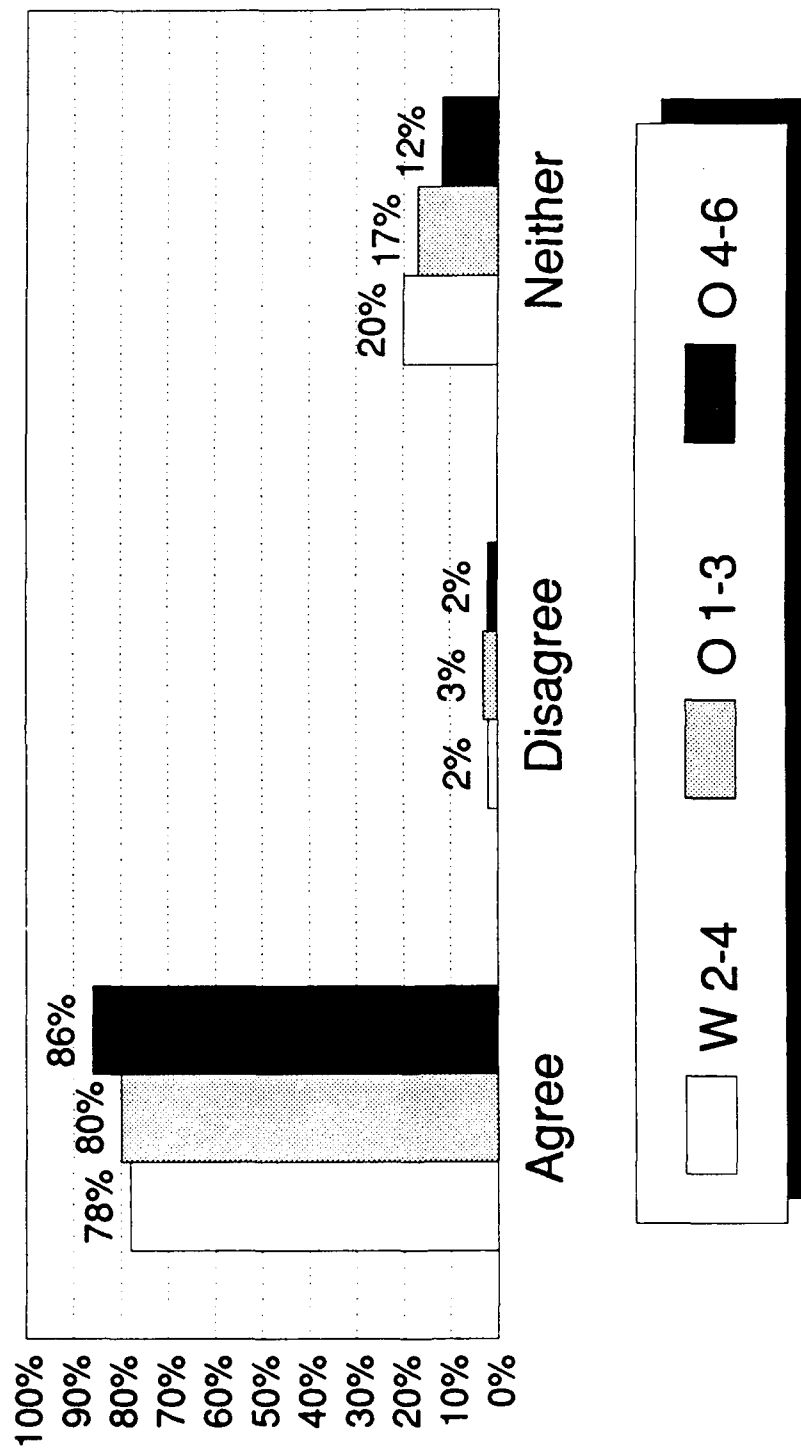
W 2-4, N = 179
O 1-3, N = 2900
O 4-6, N = 1730

(Q135) My Executive Officer (XO) Actively Supports Equal Opportunity Officers



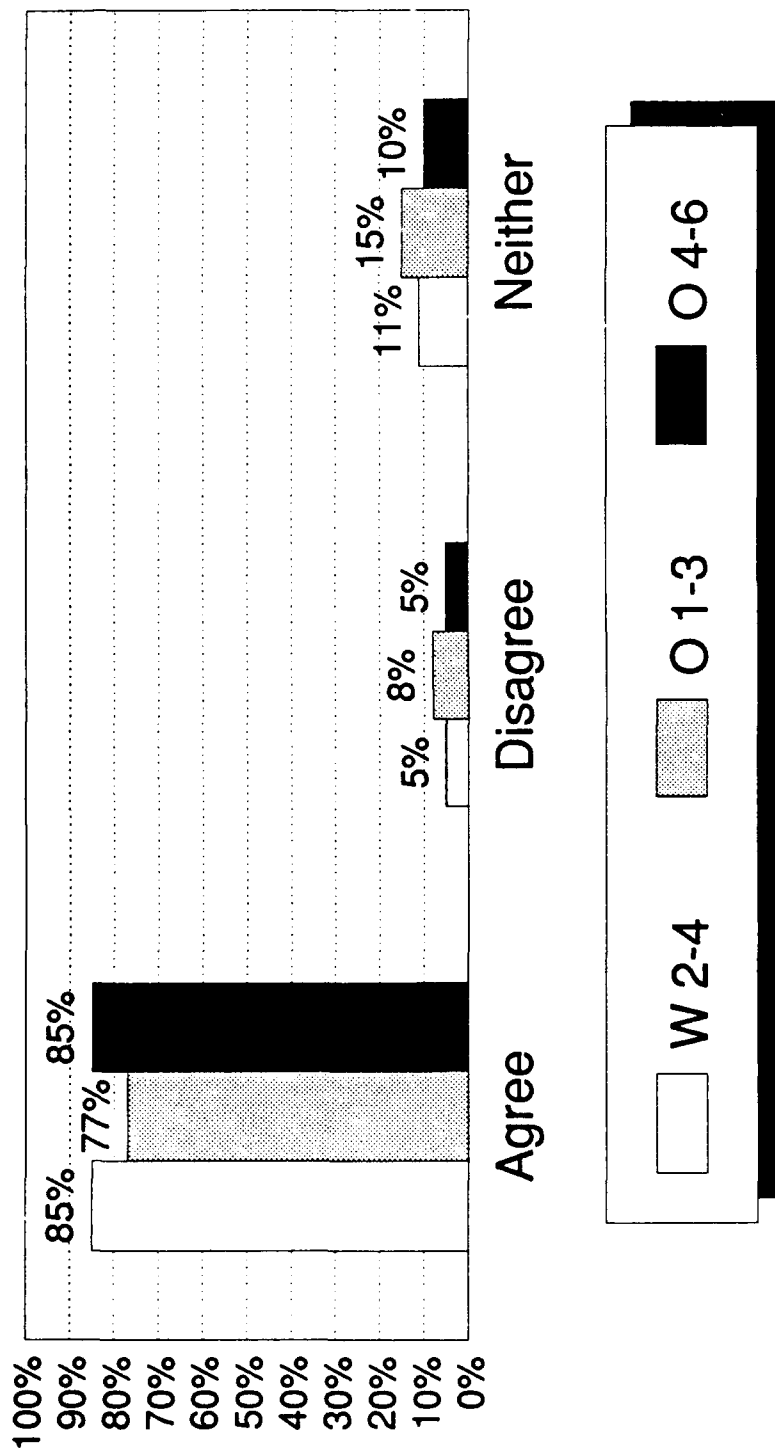
W 2-4, N = 177
O 1-3, N = 2884
O 4-6, N = 1704

(Q136) The Command Master Chief Actively Supports Equal Opportunity Officers



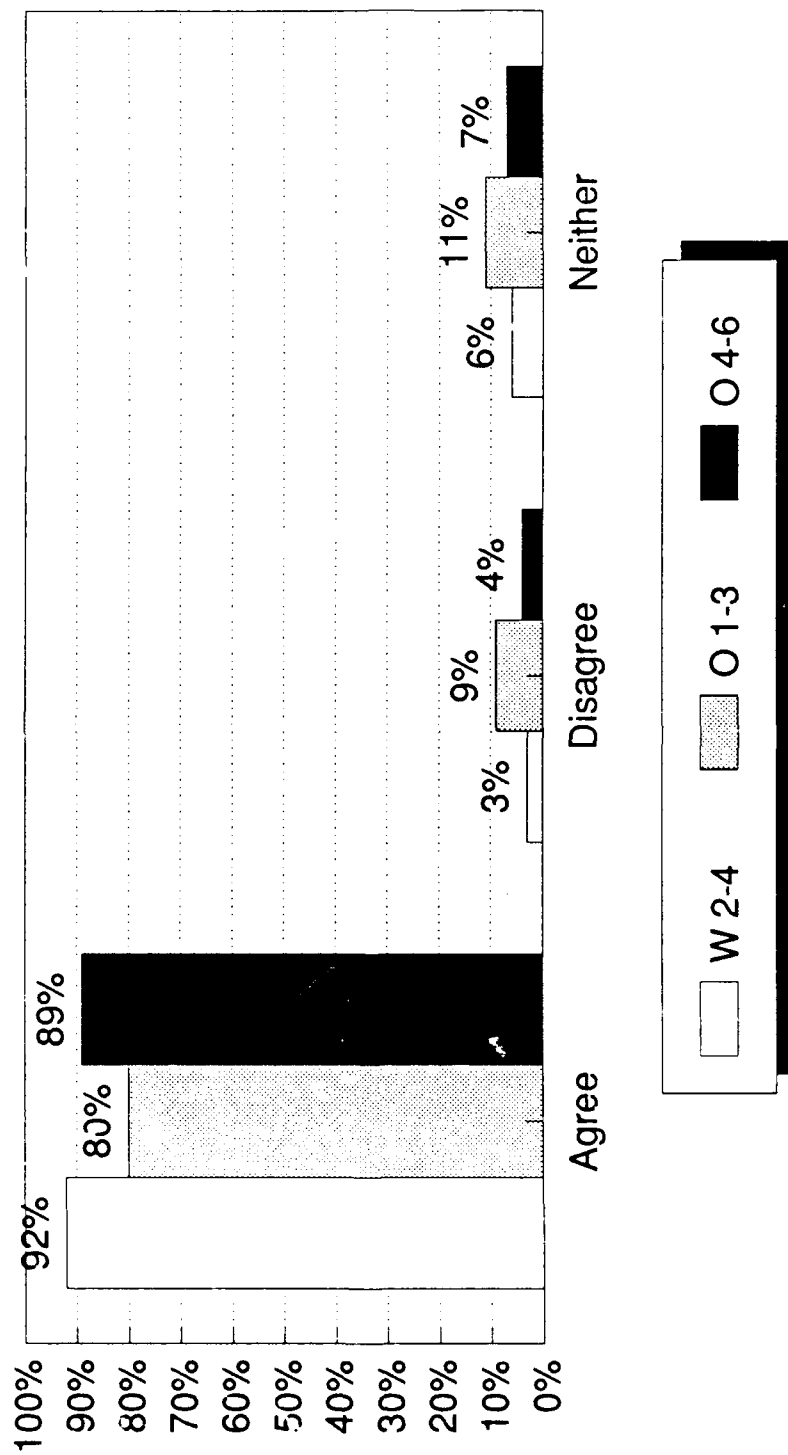
W 2-4, N = 176
O 1-3, N = 2857
O 4-6, N = 1675

(Q137) The Chain Of Command Is An Effective Way To Resolve Equal Opportunity Problems



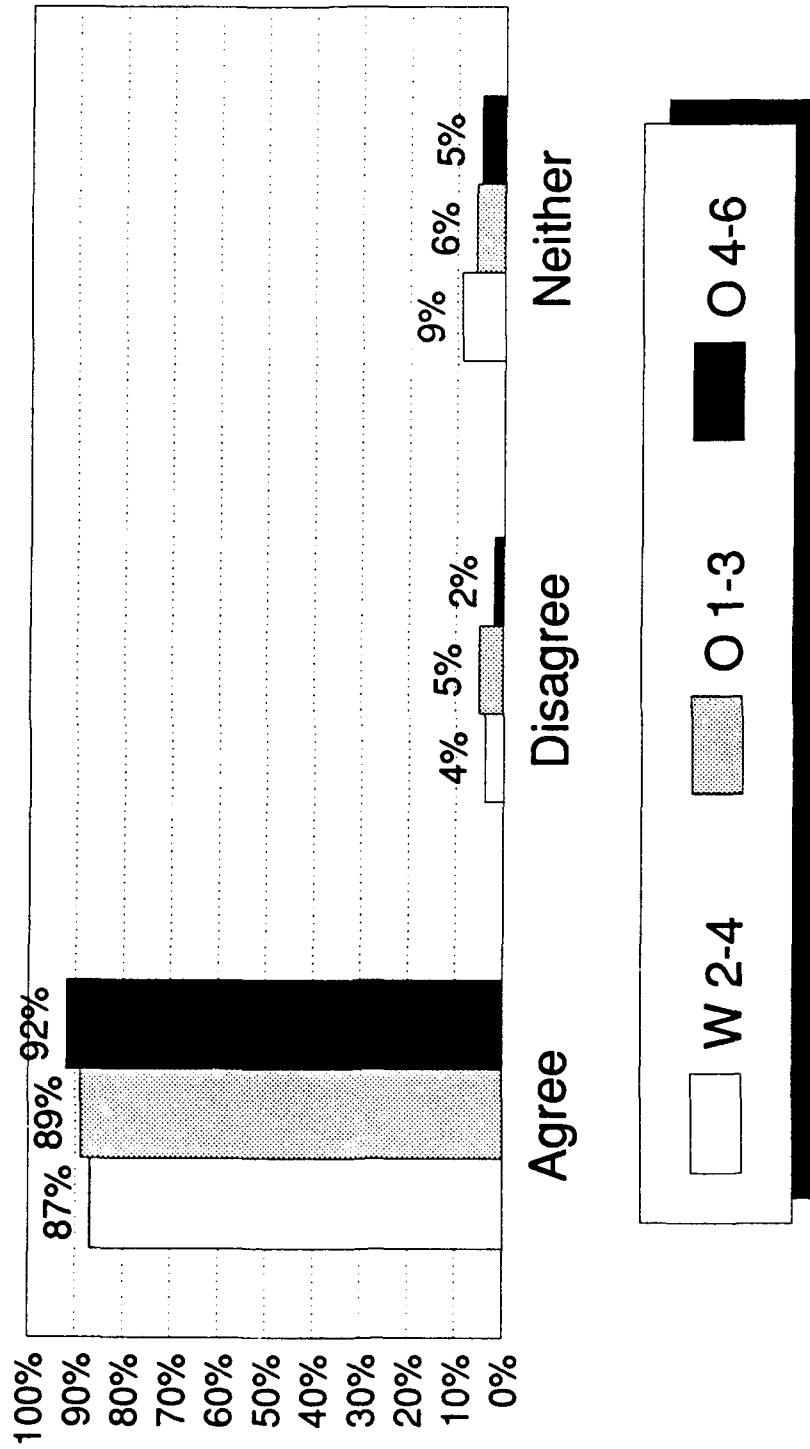
W 2-4, N = 181
O 1-3, N = 2900
O 4-6, N = 1726

(Q138) If The Chain Of Command Does Not Work To Resolve EO Problems I'm Aware Of Ways To Bring My Concerns To Authority



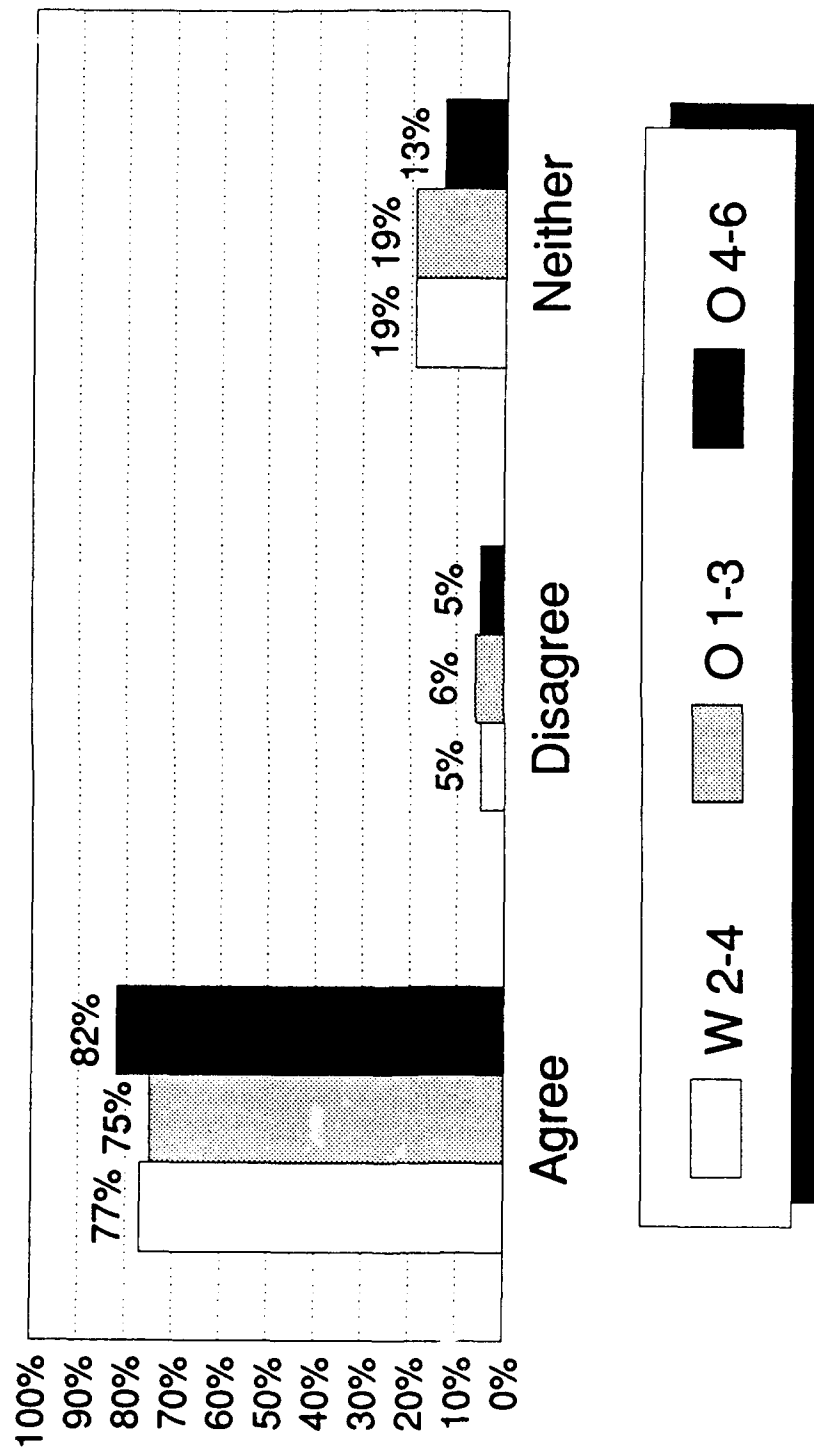
W 2-4, N=181
O 1-3, N=2889
O 4-6, N=1728

(Q139) My Immediate Supervisor Treats Me Fairly Officers



W 2-4, N = 181
O 1-3, N = 2903
O 4-6, N = 1734

(Q140) I Think Something Is Being Done To Improve Equal Opportunity In The Navy Officers

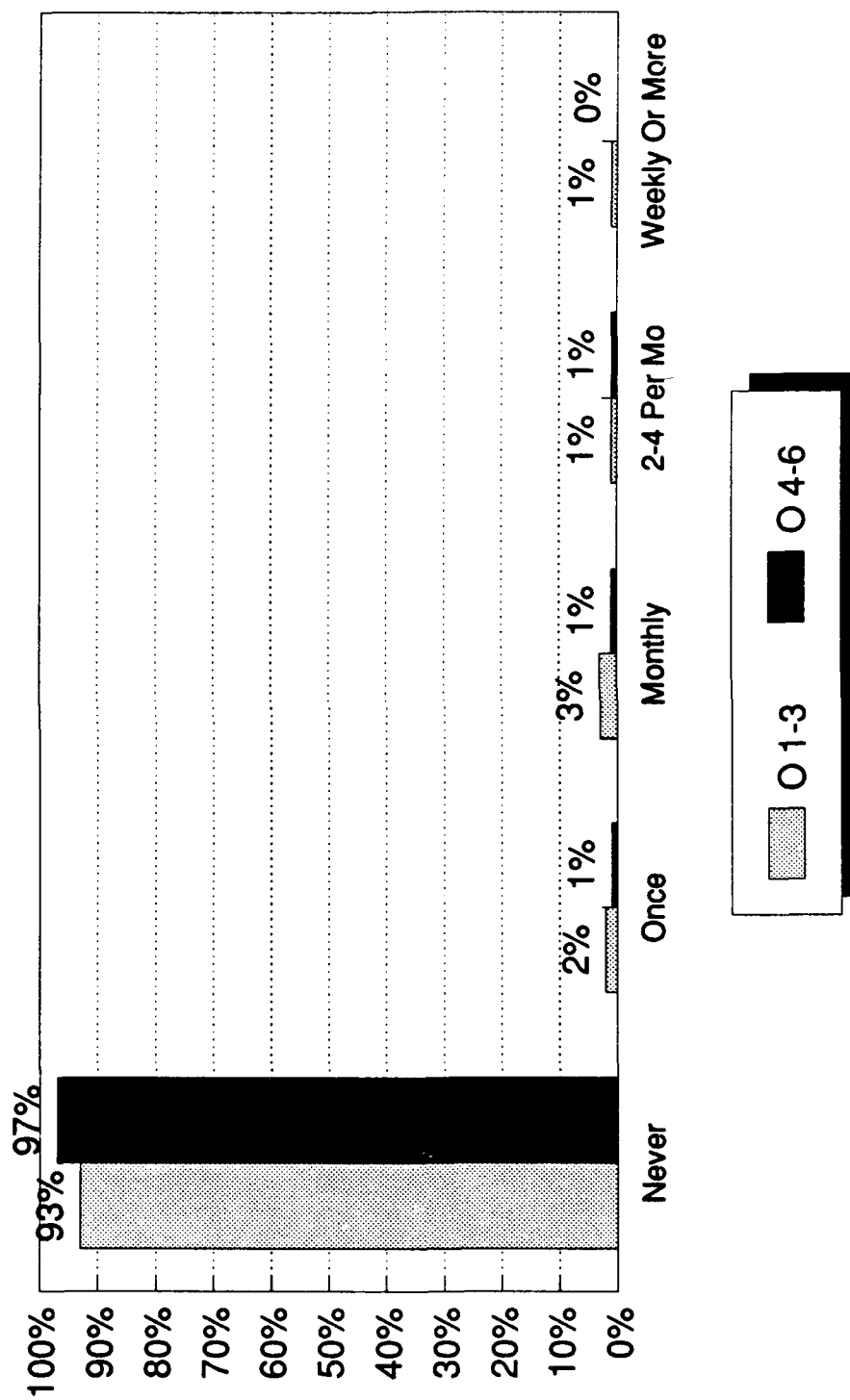


W 2-4, N = 180
O 1-3, N = 2904
O 4-6, N = 1734

**(Q141) During Past Year, How Often, If At All,
Have You Been The Target Of Sexual Harassment**

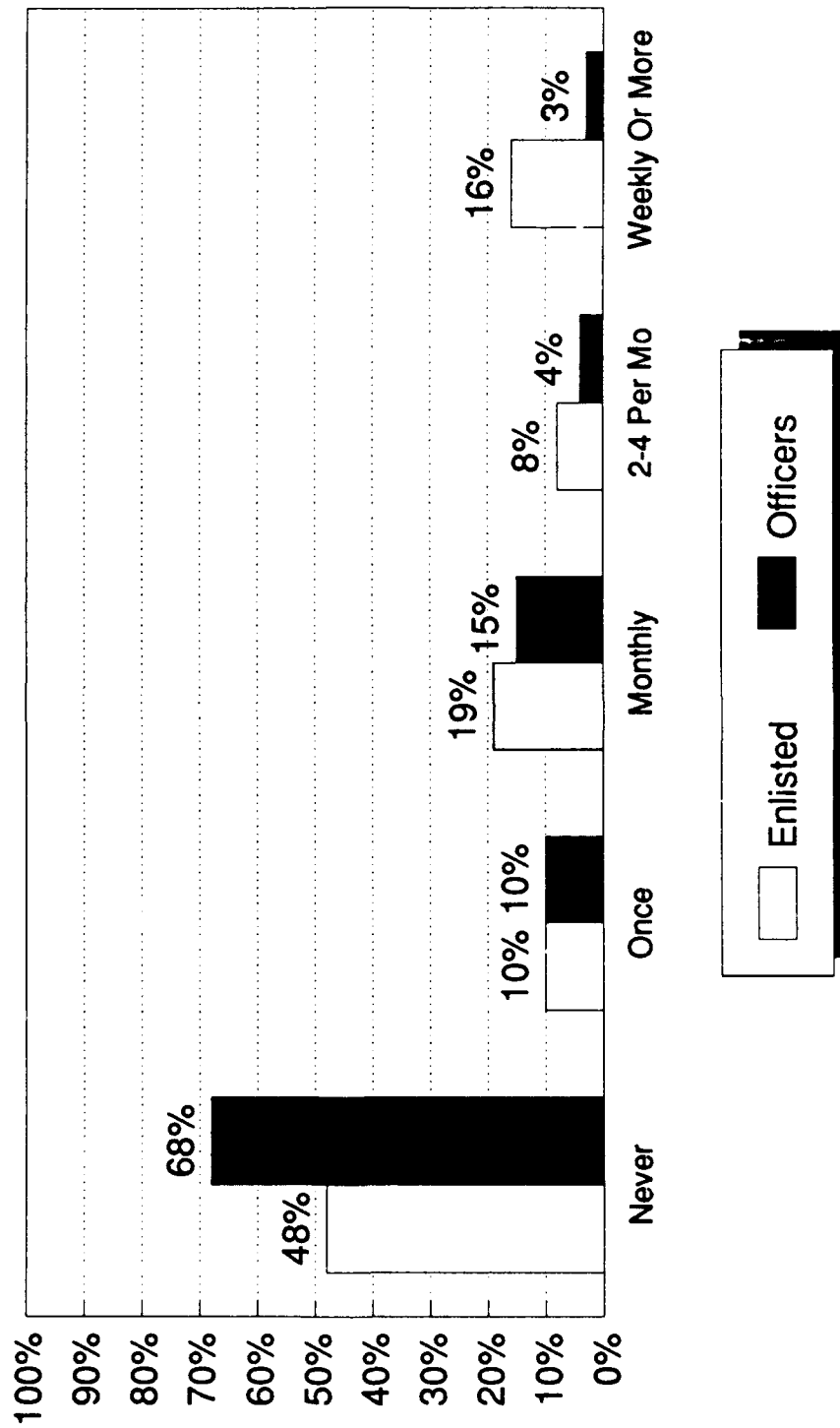
- a) Unwanted Sexual Whistles, Calls, Hoots, Or Yells
- b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions
- c) Unwanted Sexual Looks, Staring, and Gestures
- d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature
- e) Unwanted Pressure For Dates
- f) Unwanted Deliberate Touching, Leaning Over, Cornering, or Pinching
- g) Unwanted Pressure For Sexual Favors
- h) Actual or Attempted Rape or Assault

a) Unwanted Sexual Whistles, Calls, Hoots, or Yells



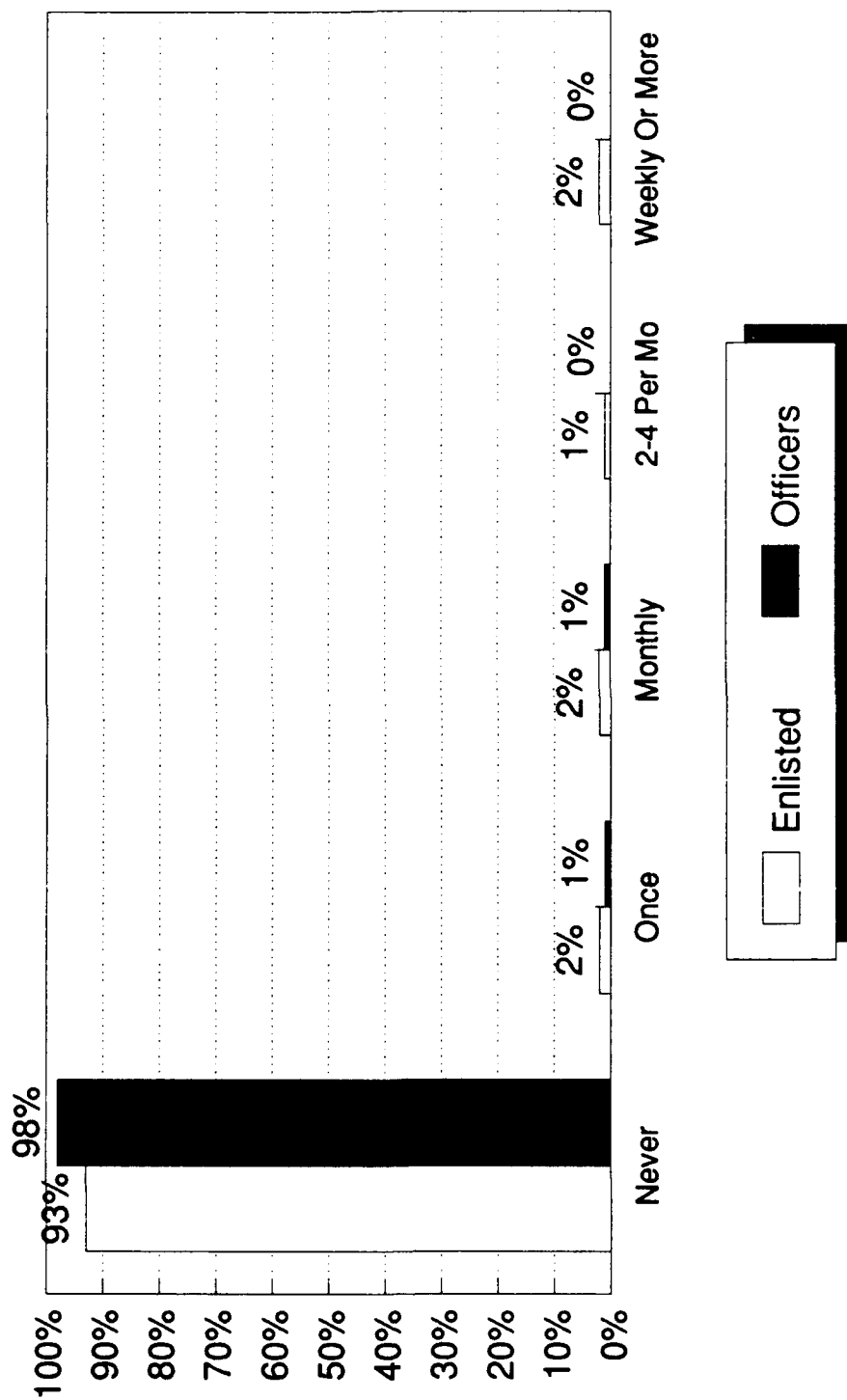
O 1-3, N=2769
O 4-6, N=1658

a) Unwanted Sexual Whistles, Calls, Hoots, or Yells Females



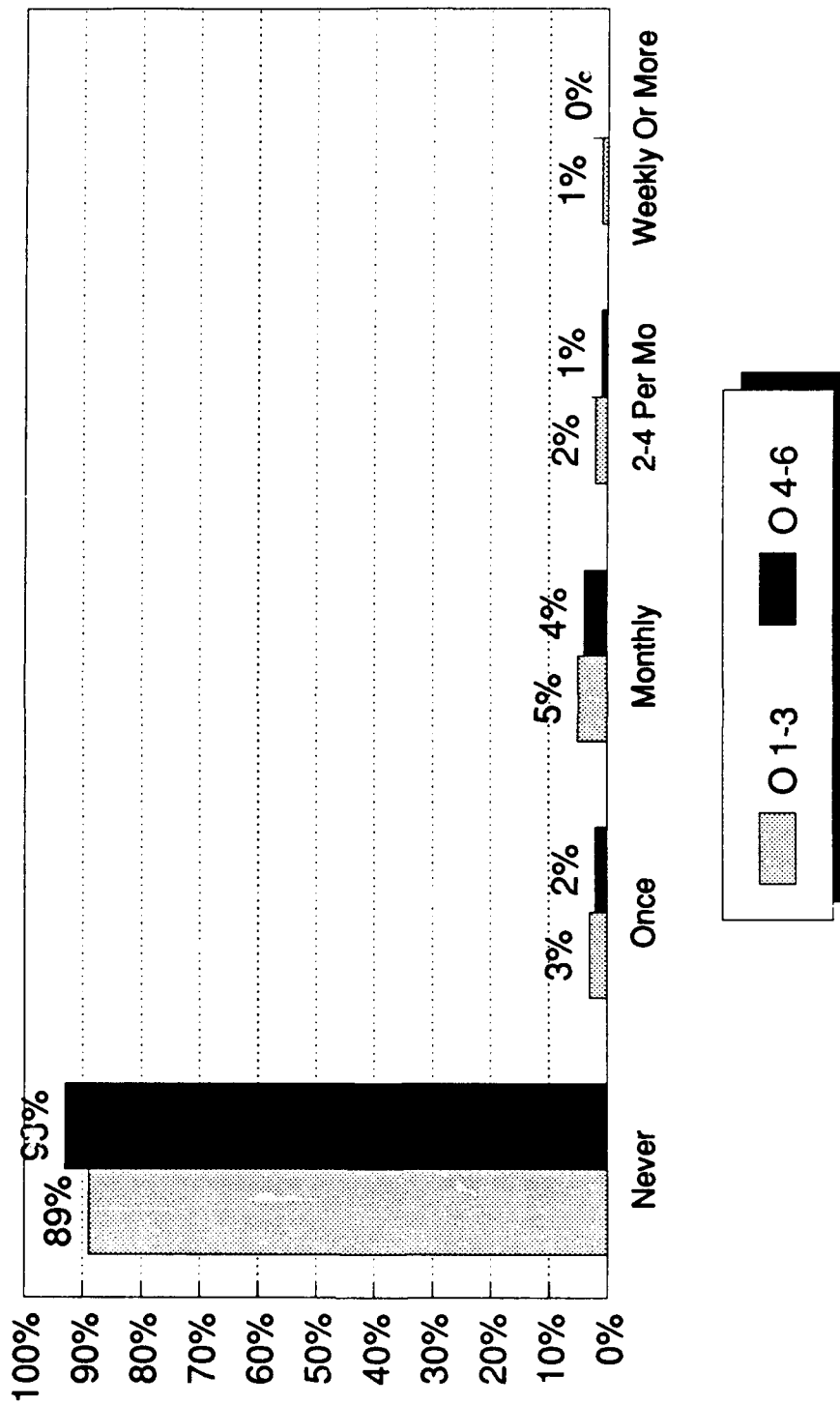
Enlisted; N = 755
Officers; N = 568

a) Unwanted Sexual Whistles, Calls, Hoots, or Yells Males



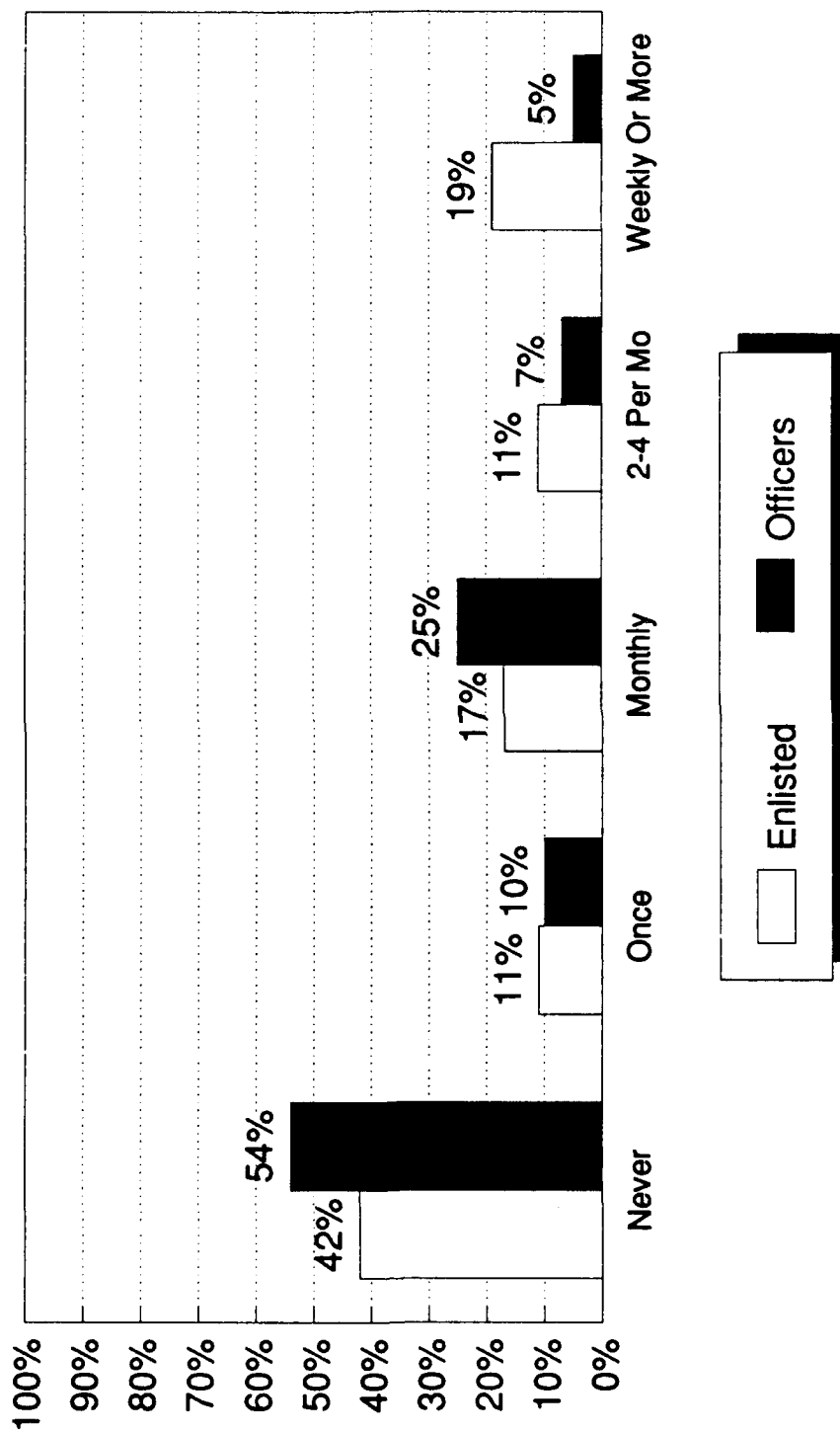
Enlisted; N = 5629
Officers; N = 3859

b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions



O 1-3, N=2769
O 4-6, N=1659

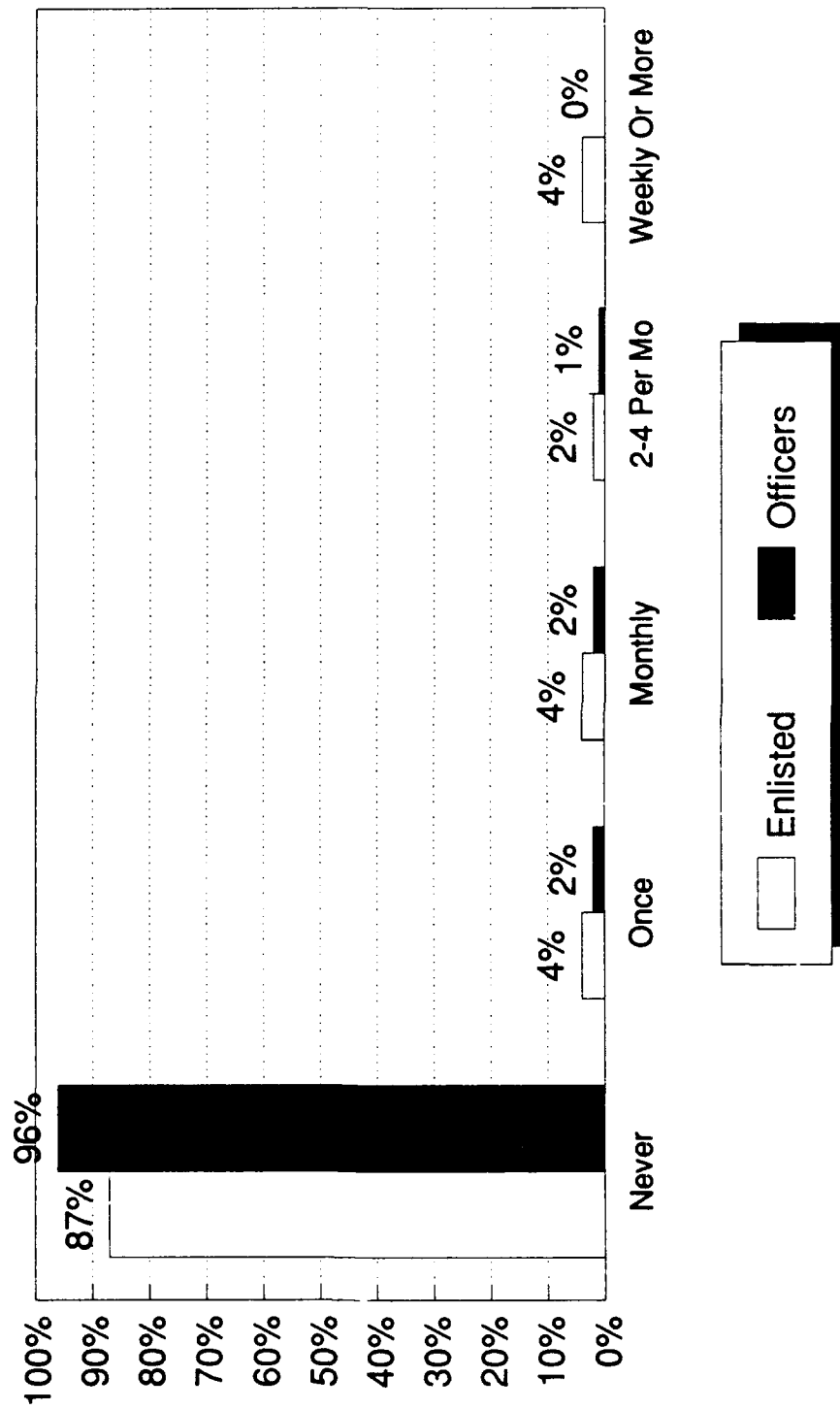
b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions Females



Enlisted; N = 757
Officers; N = 568

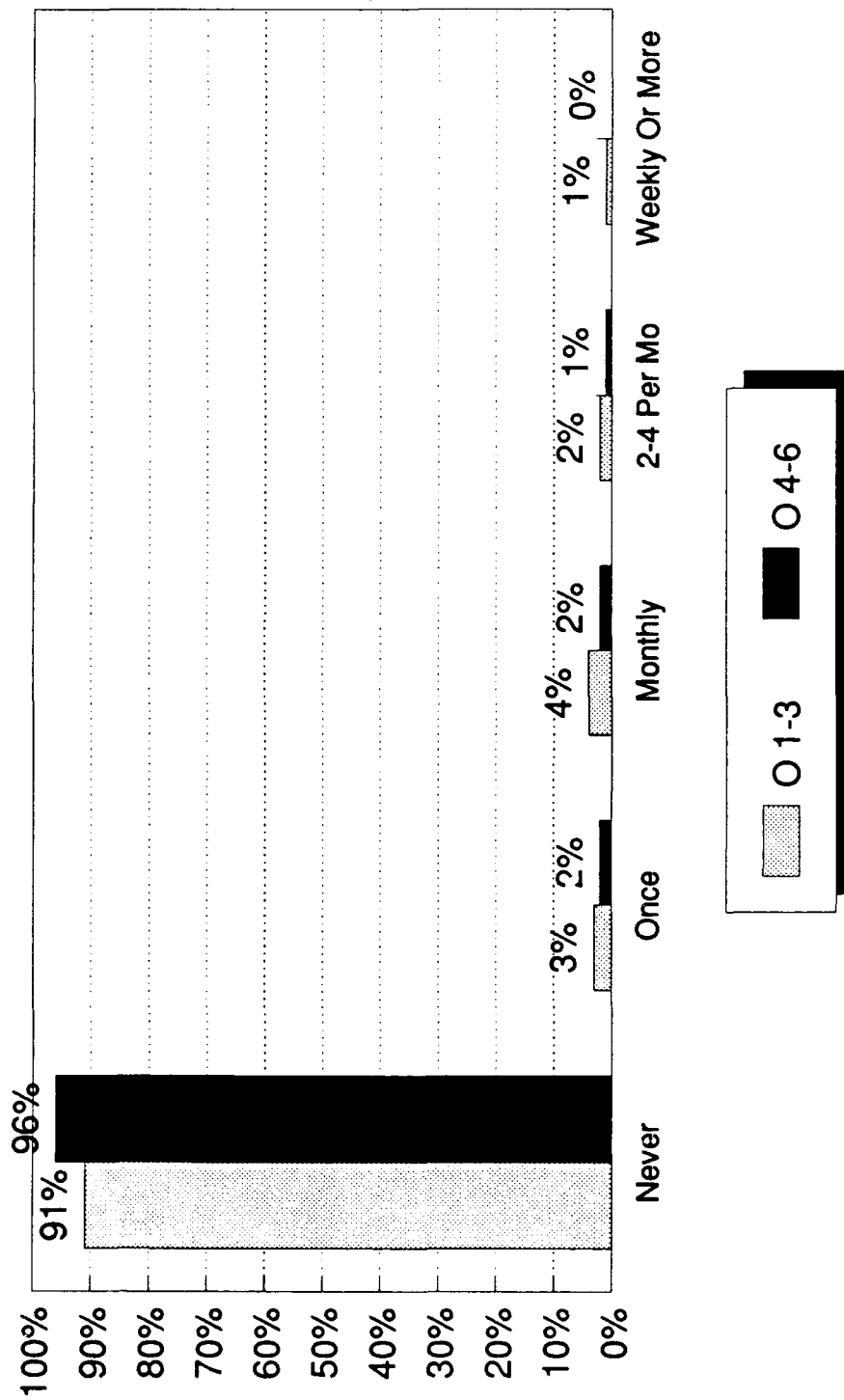
b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions

Males



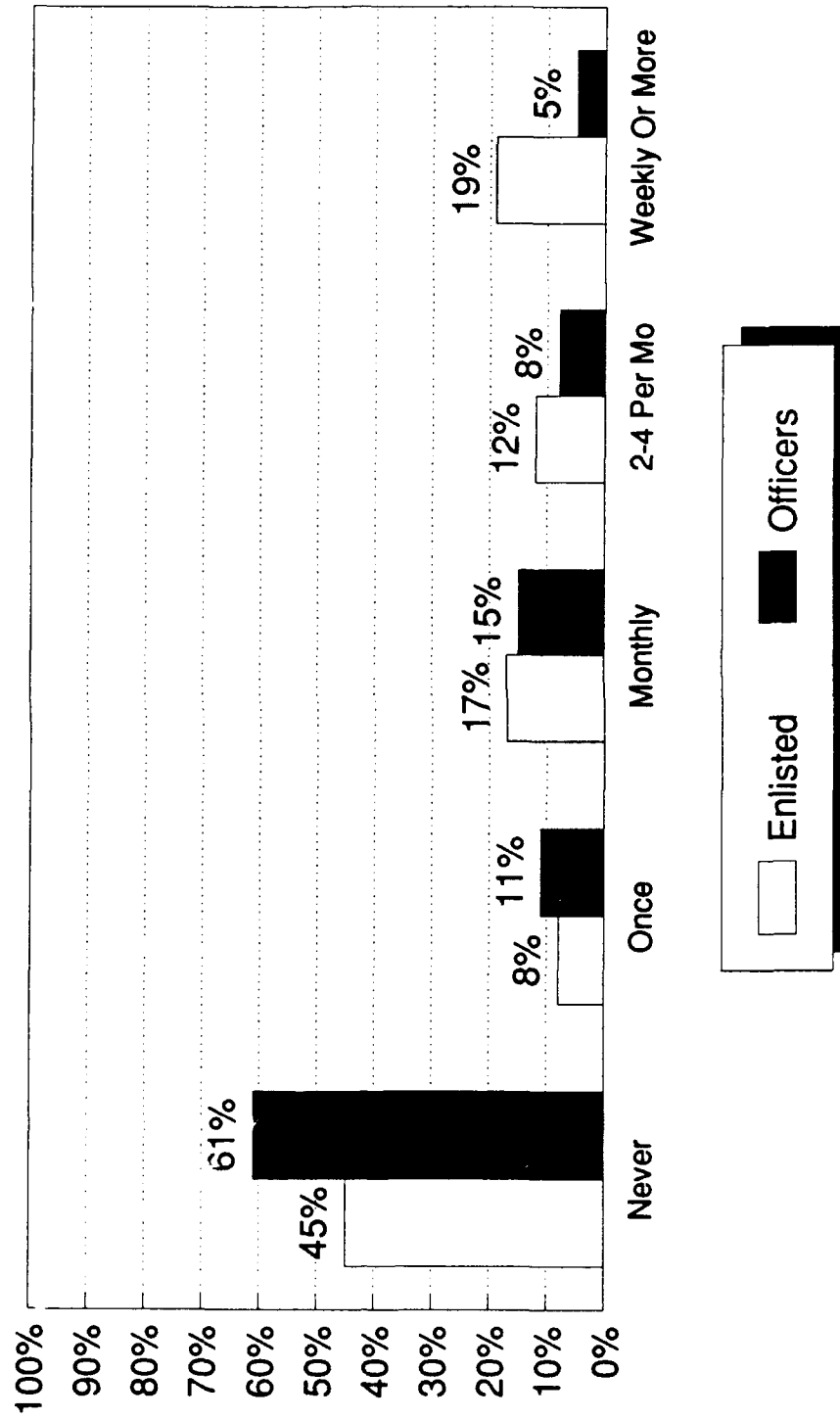
Enlisted; N = 5638
Officers; N = 3859

c) Unwanted Sexual Looks, Staring, Or Gestures



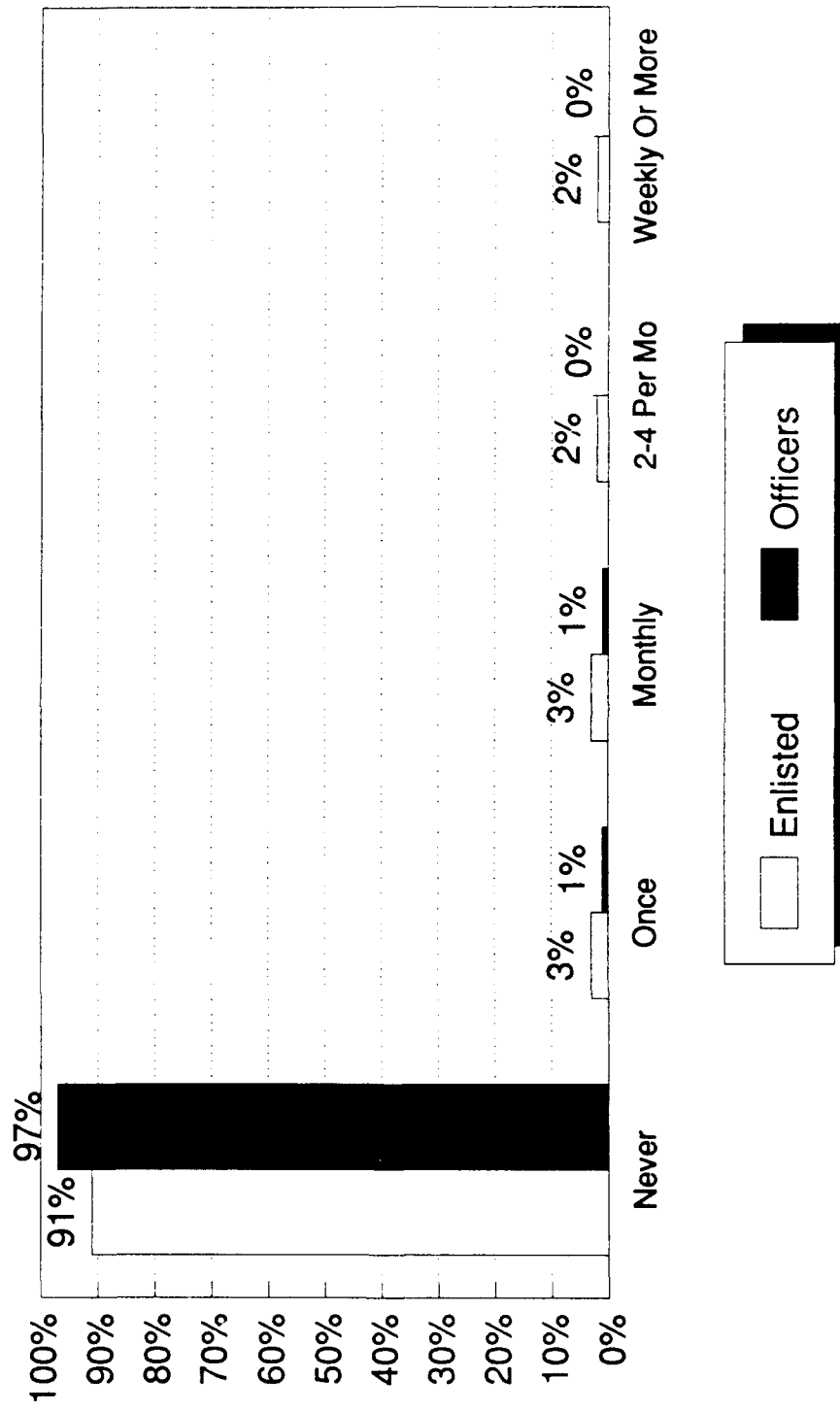
O 1-3, N=2769
O 4-6, N=1657

c) Unwanted Sexual Looks, Staring, Or Gestures Females



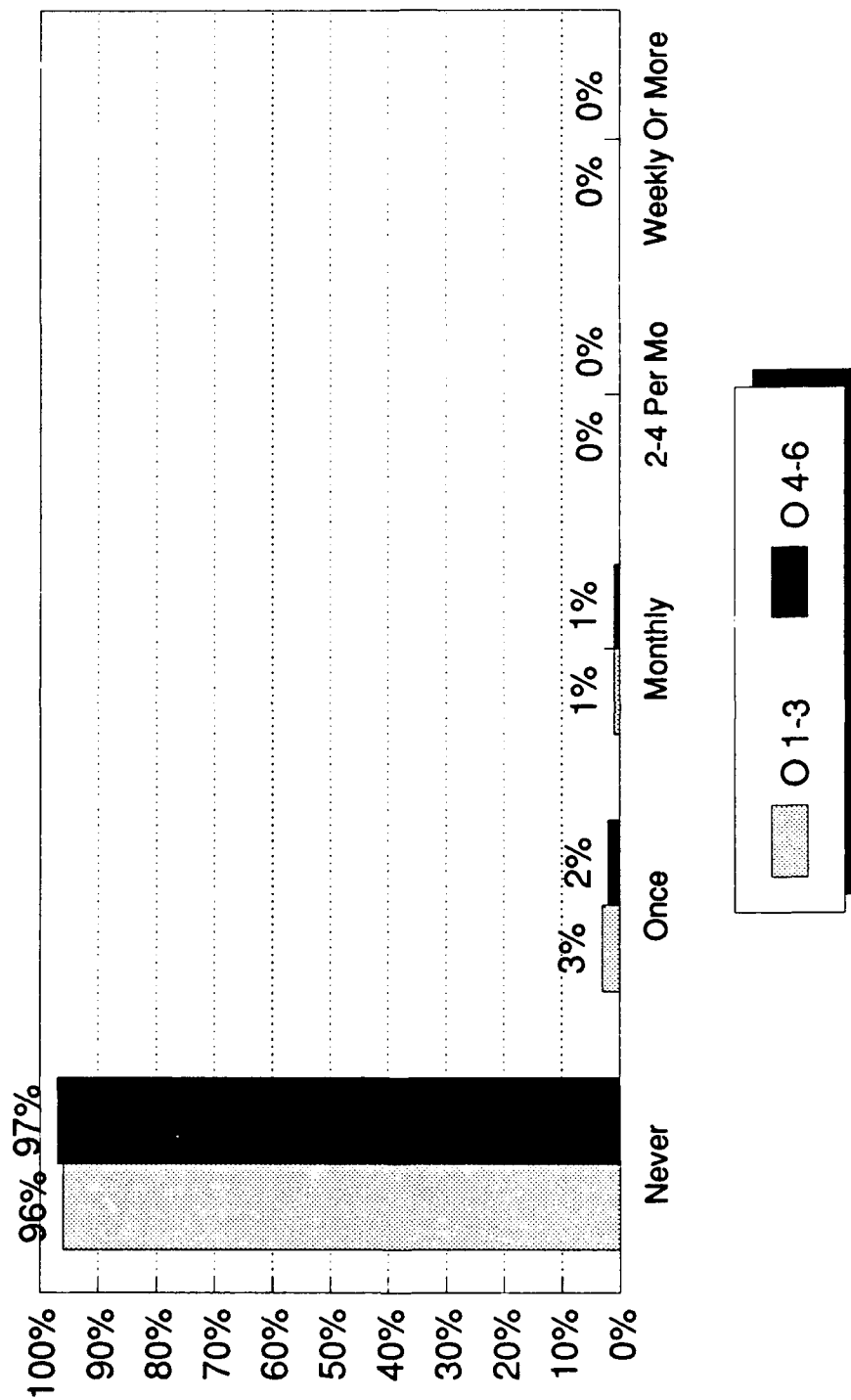
Enlisted; N = 756
Officers; N = 566

c) Unwanted Sexual Looks, Staring, Or Gestures Males



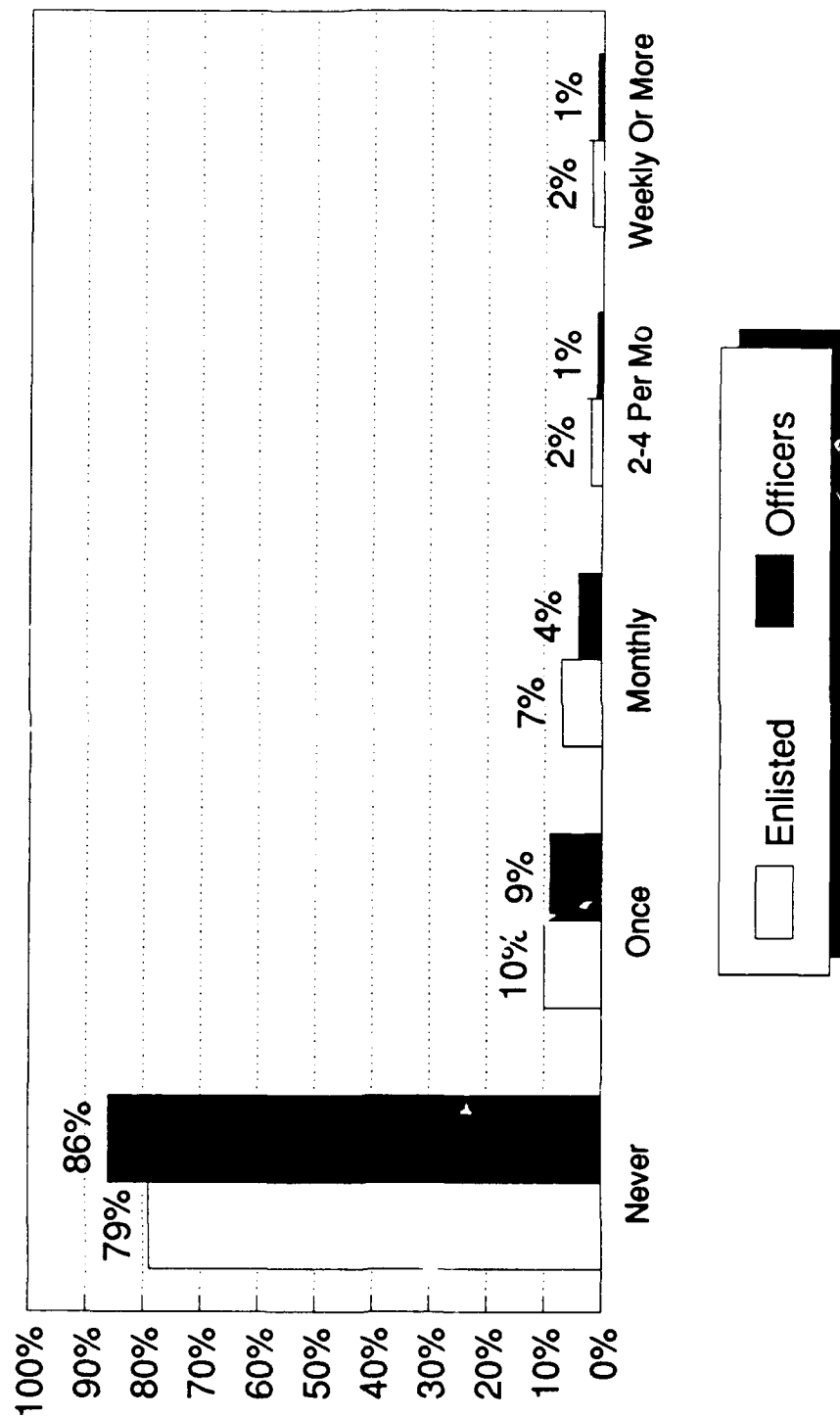
Enlisted; N = 5631
Officers; N = 3859

d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature



O 1-3, N=2768
O 4-6, N=1659

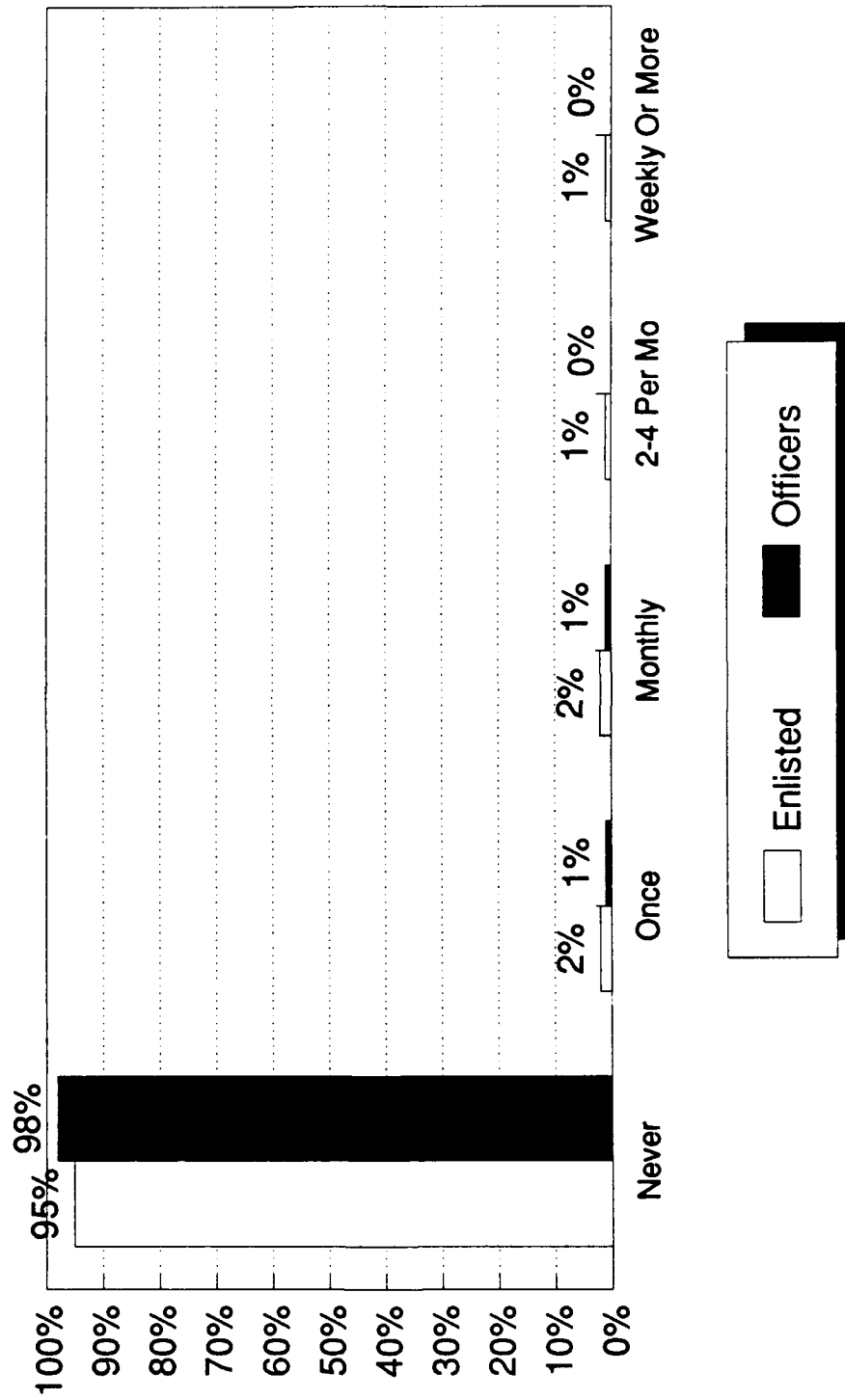
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature Females



Enlisted; N = 755
Officers; N = 567

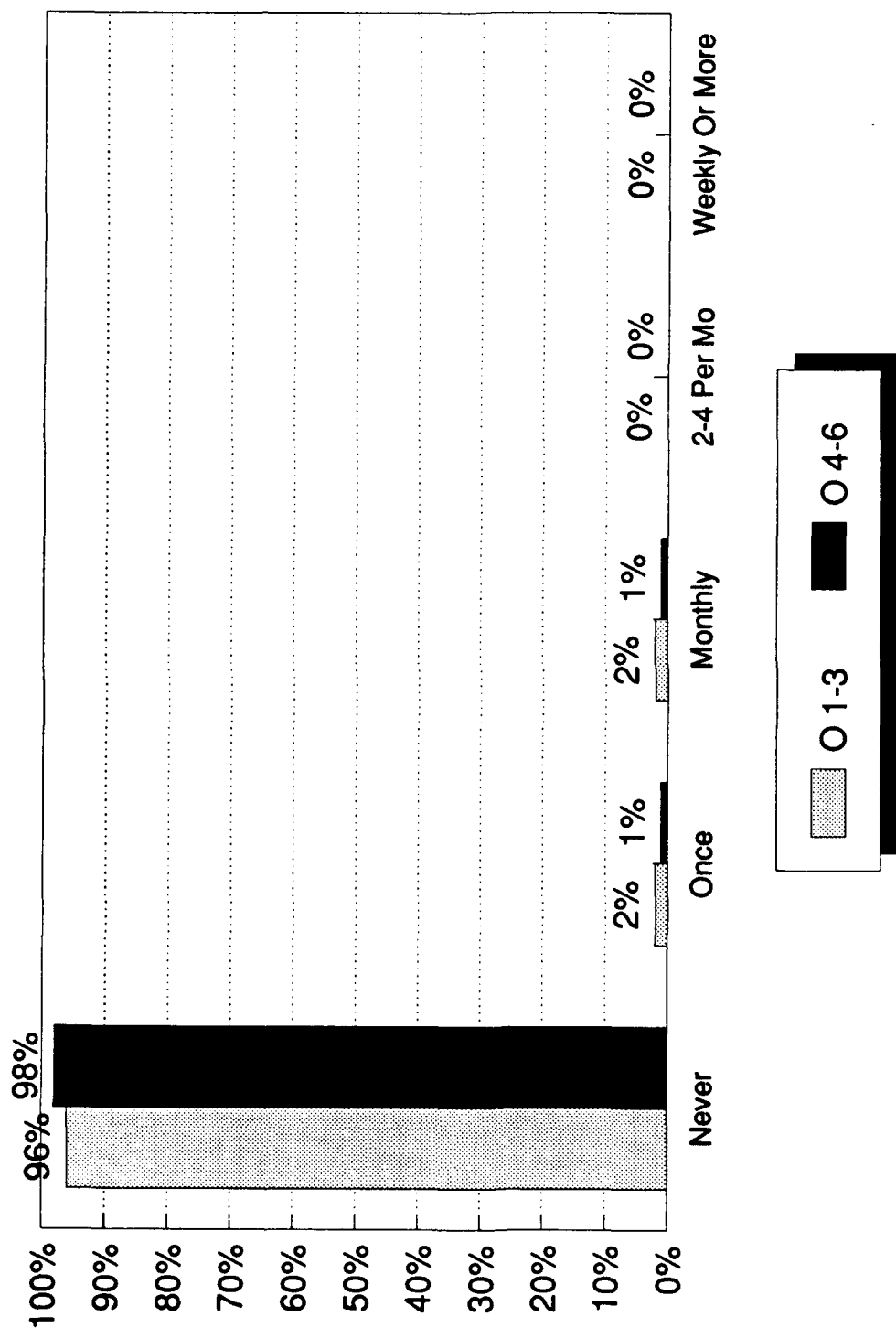
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature

Males



Enlisted; N = 5630
Officers; N = 3859

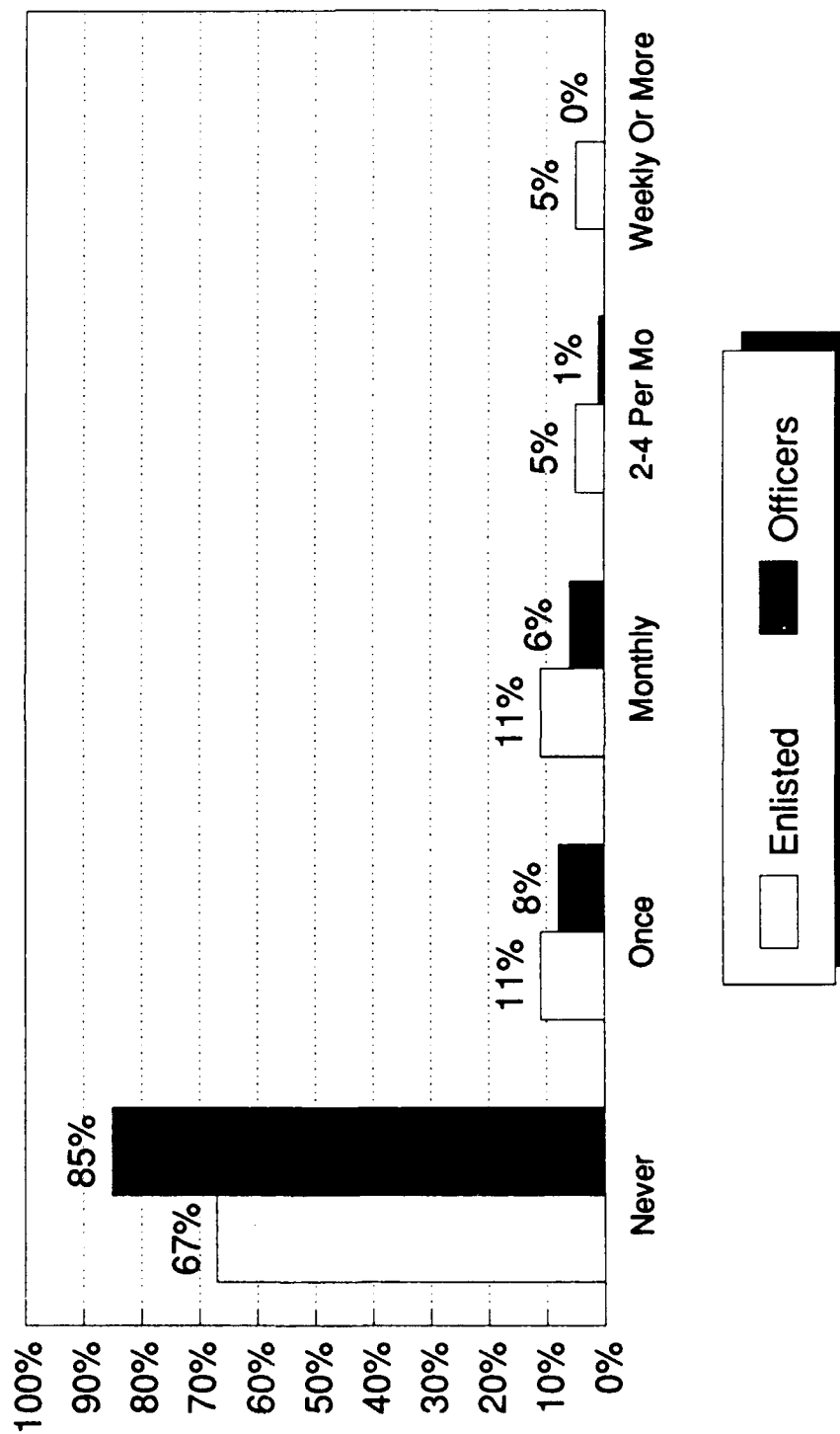
e) Unwanted Pressures For Dates,



O 1-3, N=2767
O 4-6, N=1659

e) Unwanted Pressure For Dates

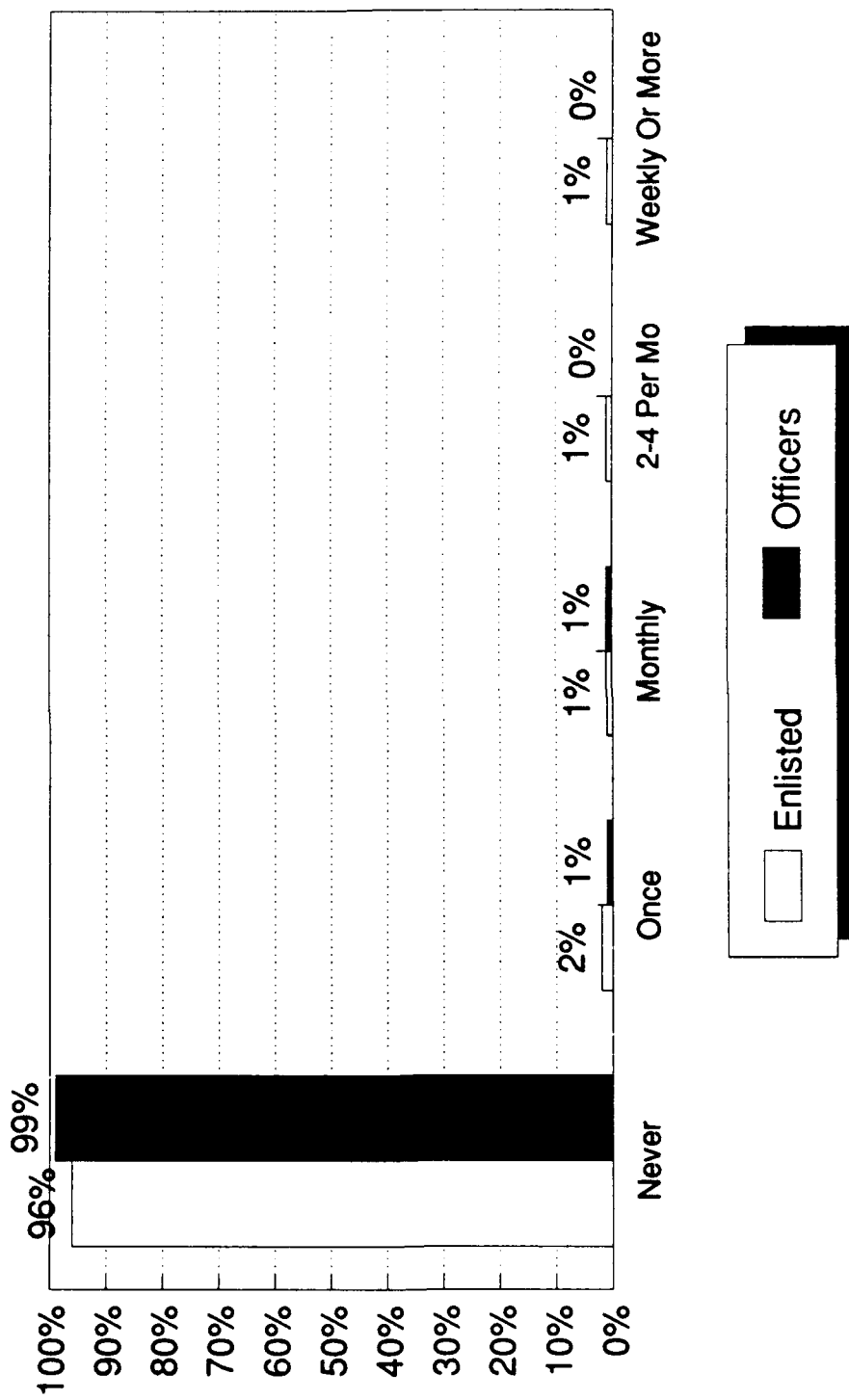
Females



Enlisted; N = 756
Officers; N = 567

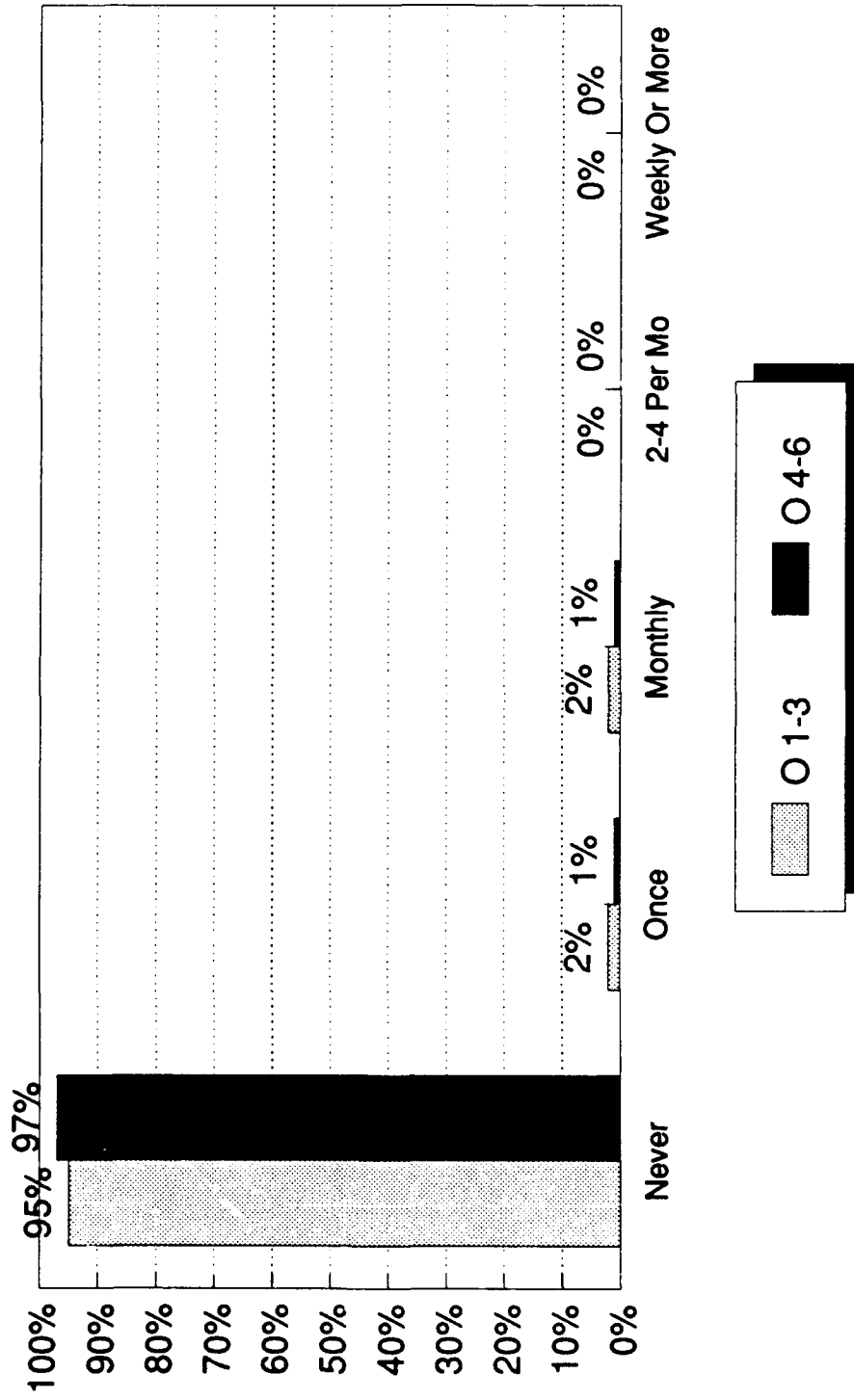
e) Unwanted Pressure For Dates

Males



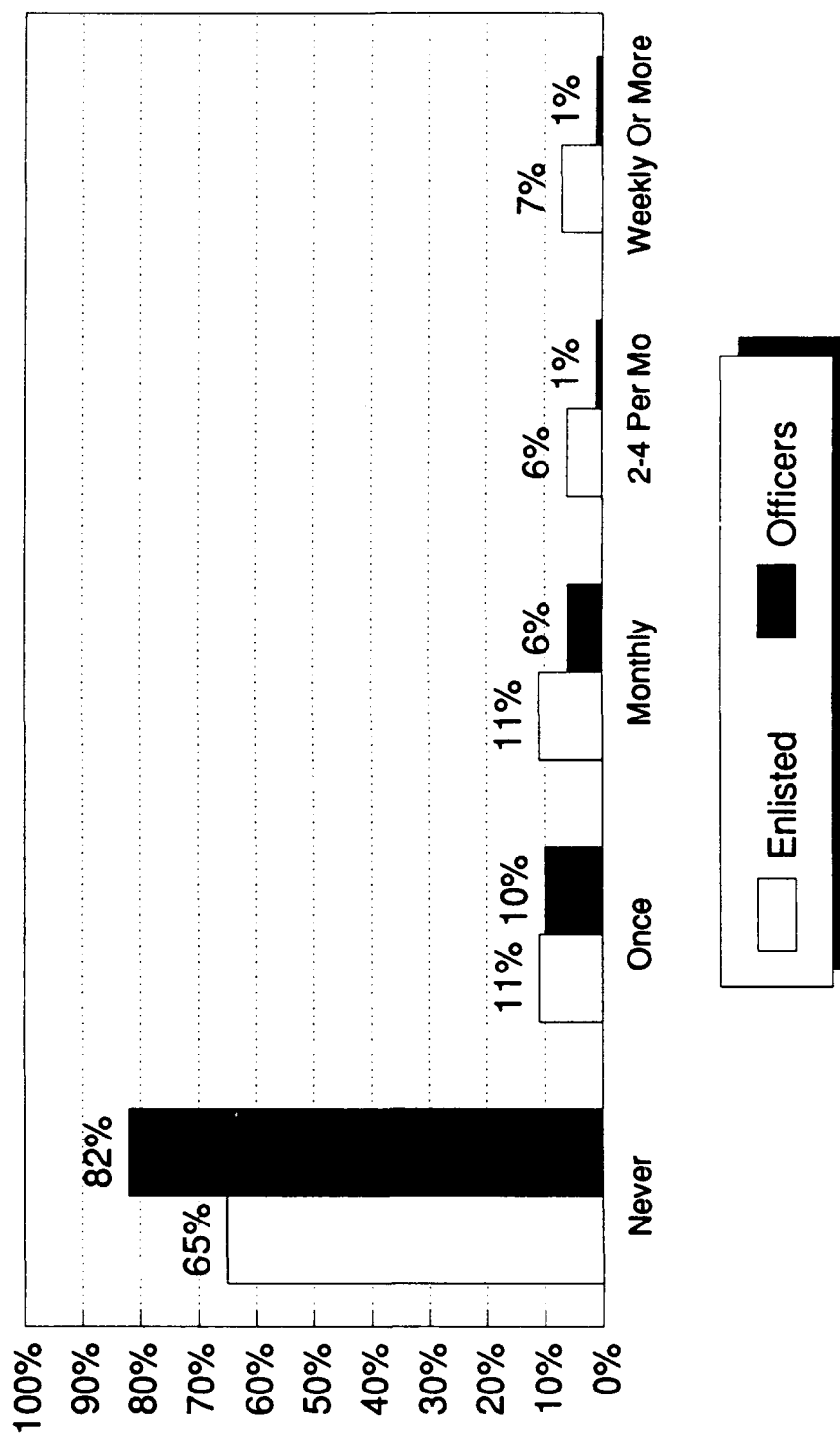
Enlisted; N = 5630
Officers; N = 3859

f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching



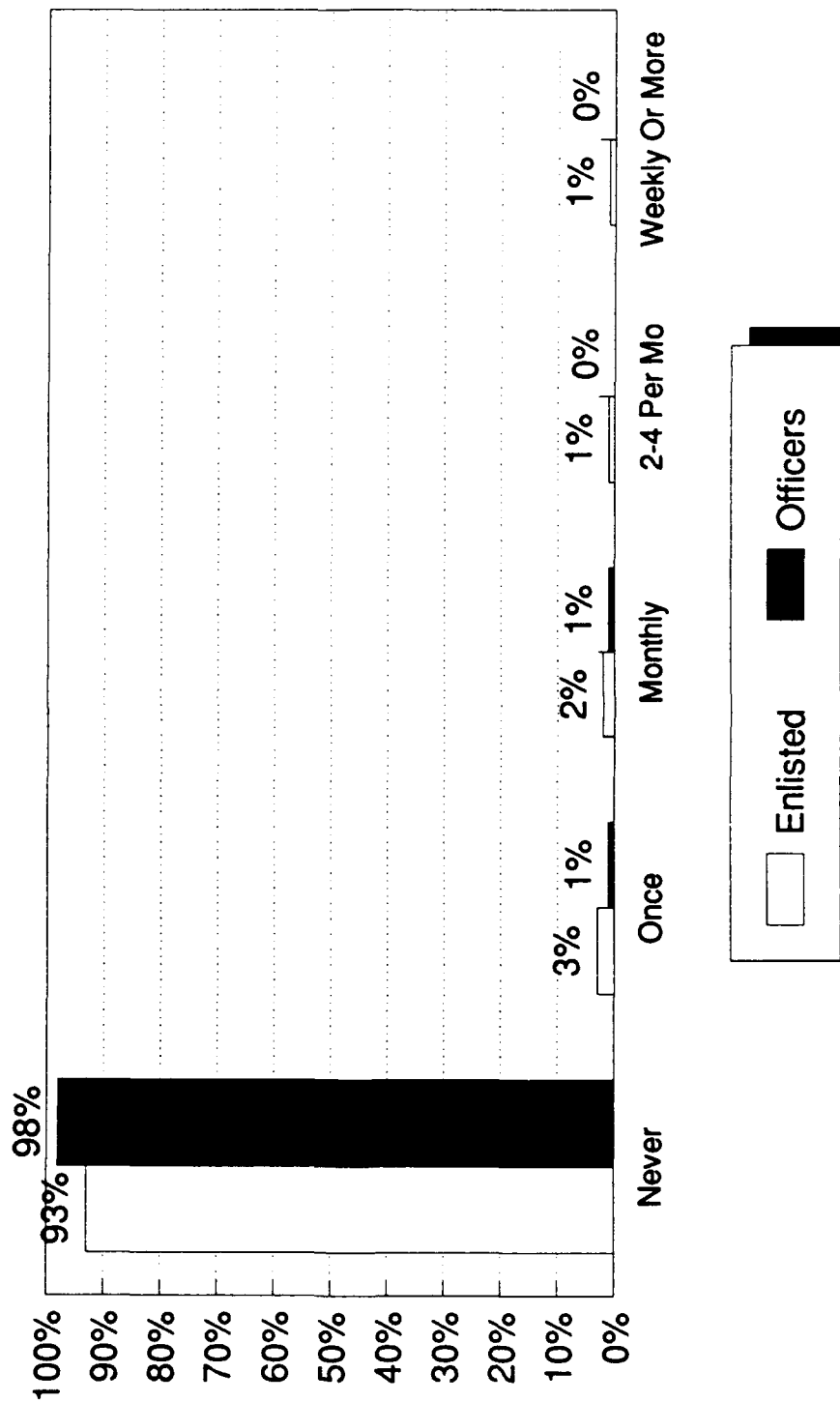
O 1-3, N=2768
O 4-6, N=1659

f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching Females



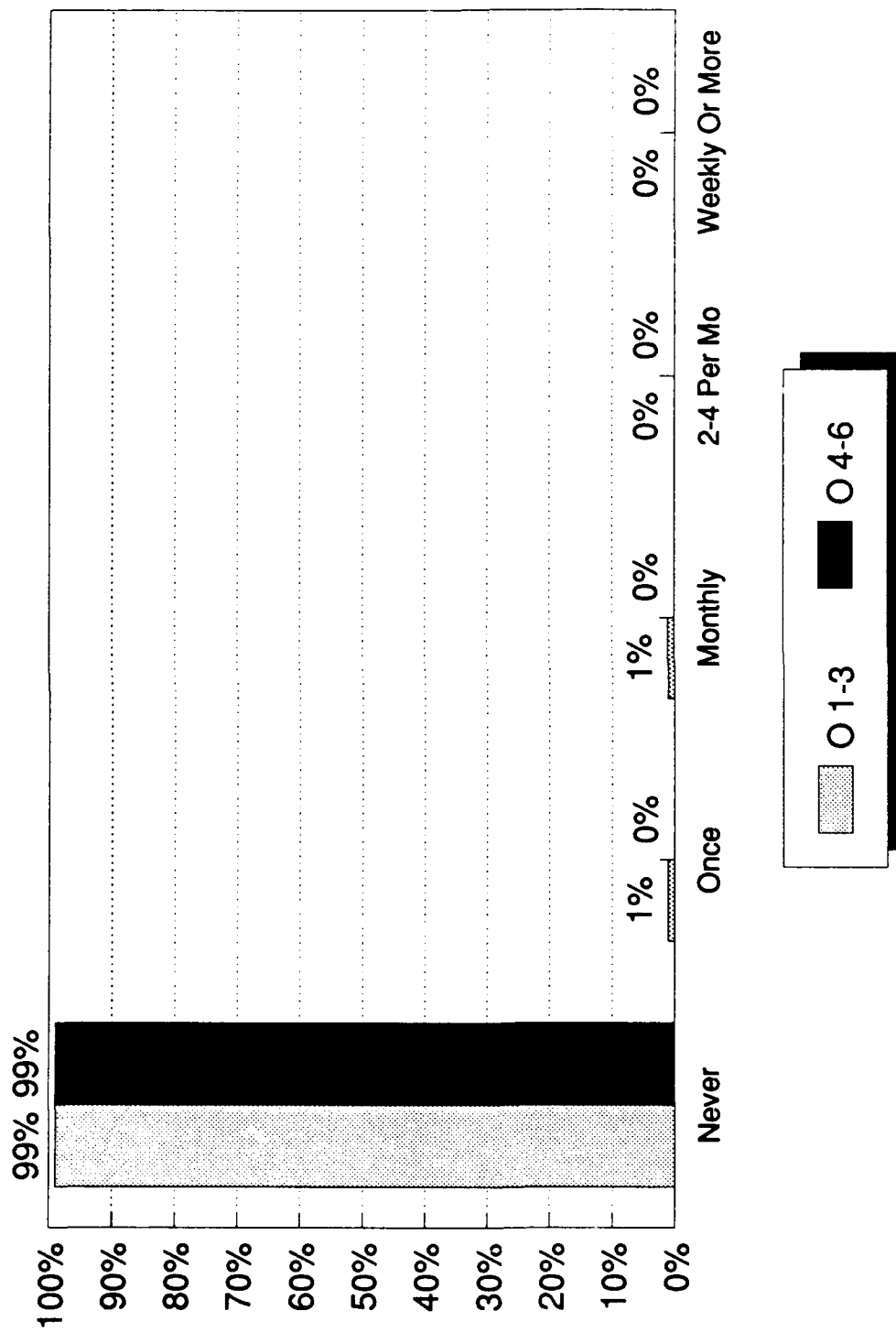
Enlisted; N = 756
Officers; N = 567

f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching Males



Enlisted; N = 5637
 Officers; N = 3859

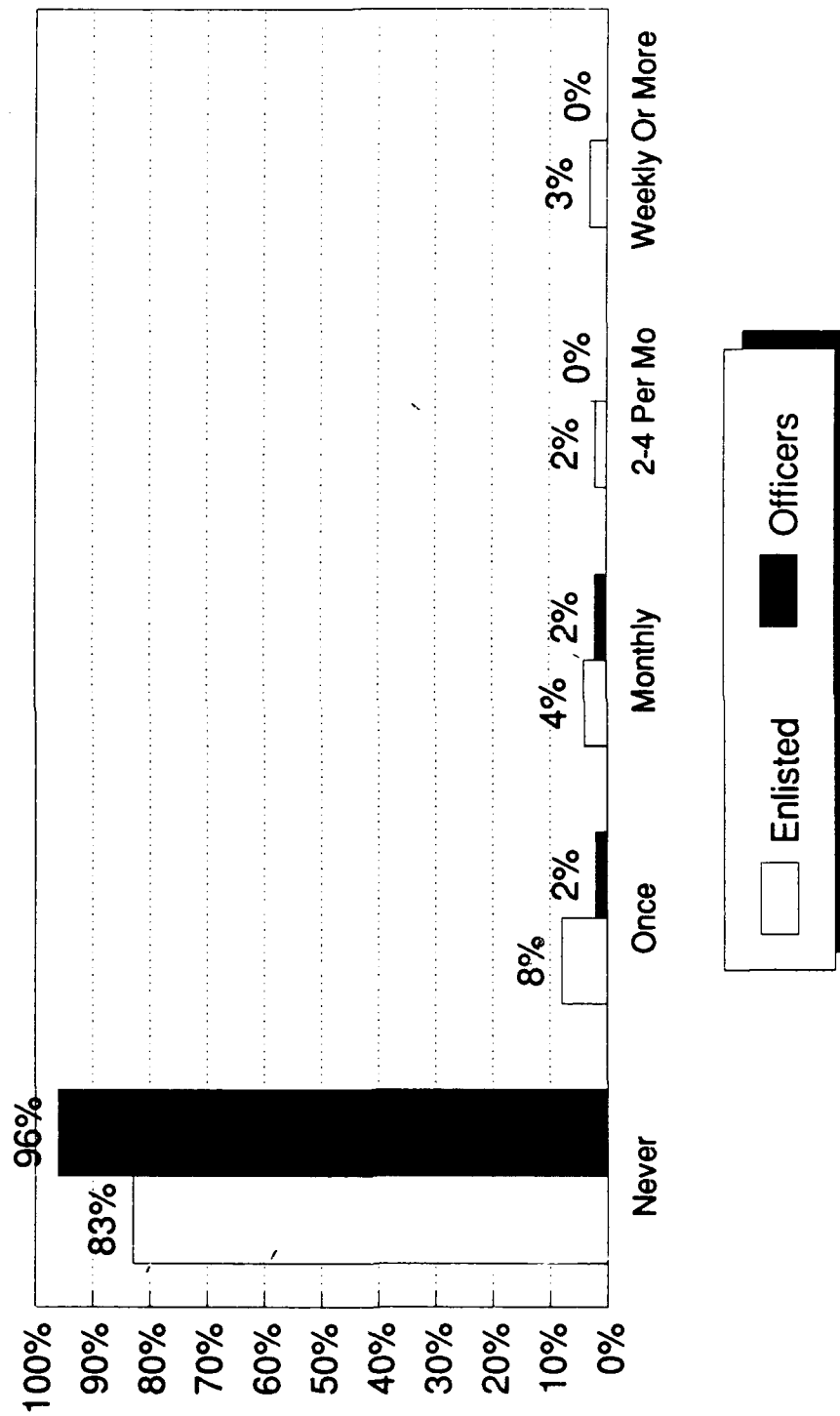
g) Unwanted Pressure For Sexual Favors



O 1-3, N=2767
O 4-6, N=1658

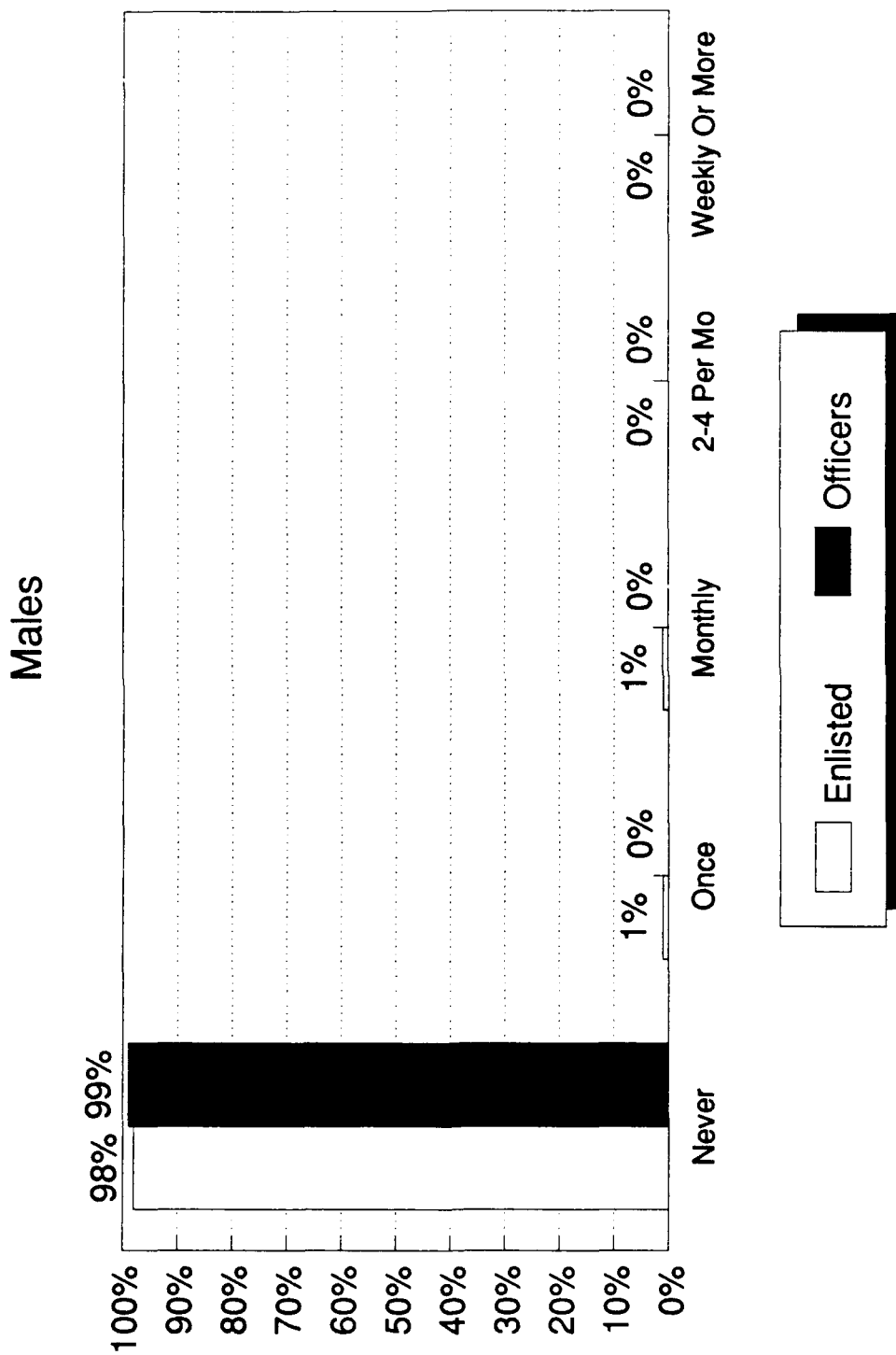
g) Unwanted Pressure For Sexual Favors

Females



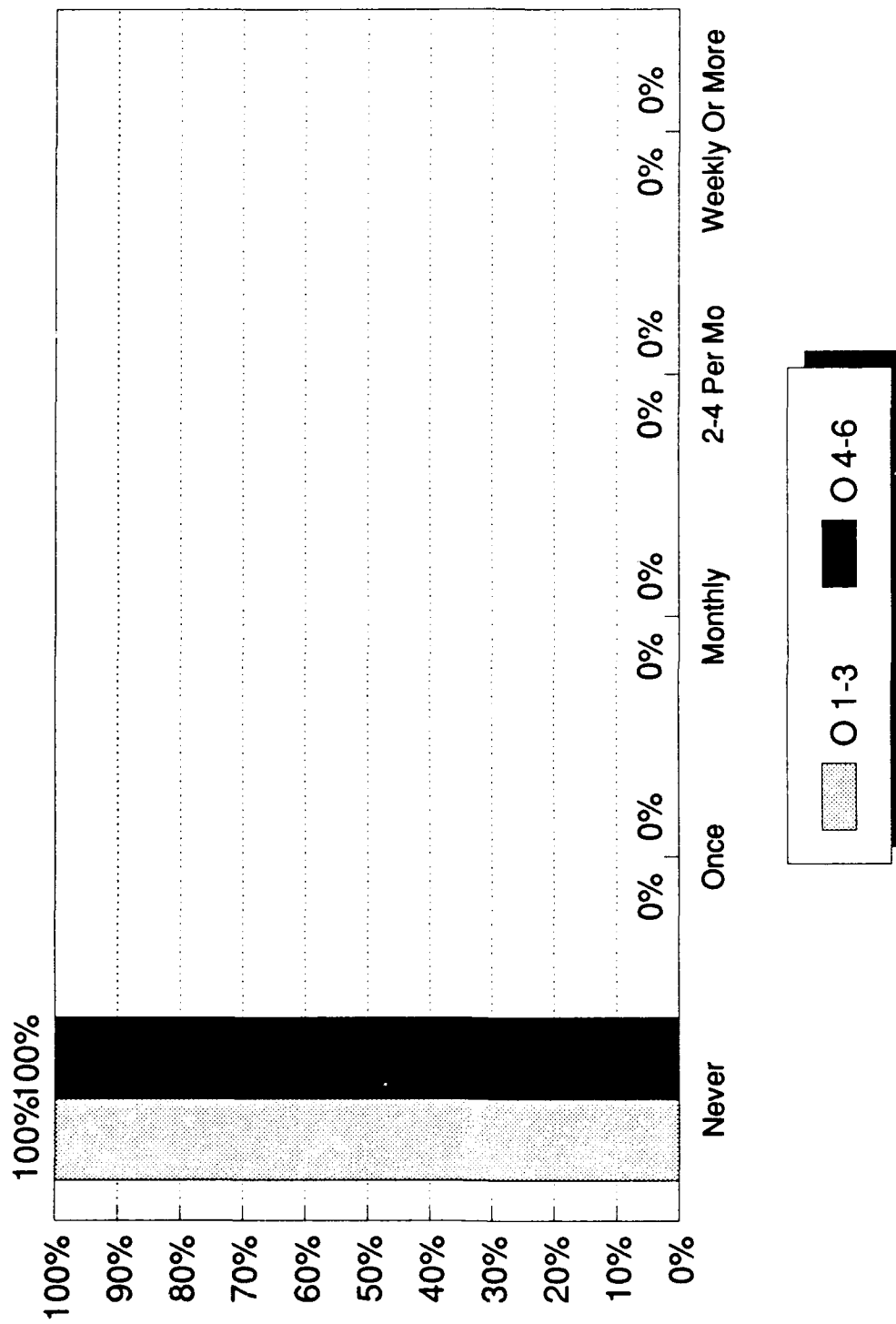
Enlisted; N = 754
Officers; N = 567

g) Unwanted Pressure For Sexual Favors



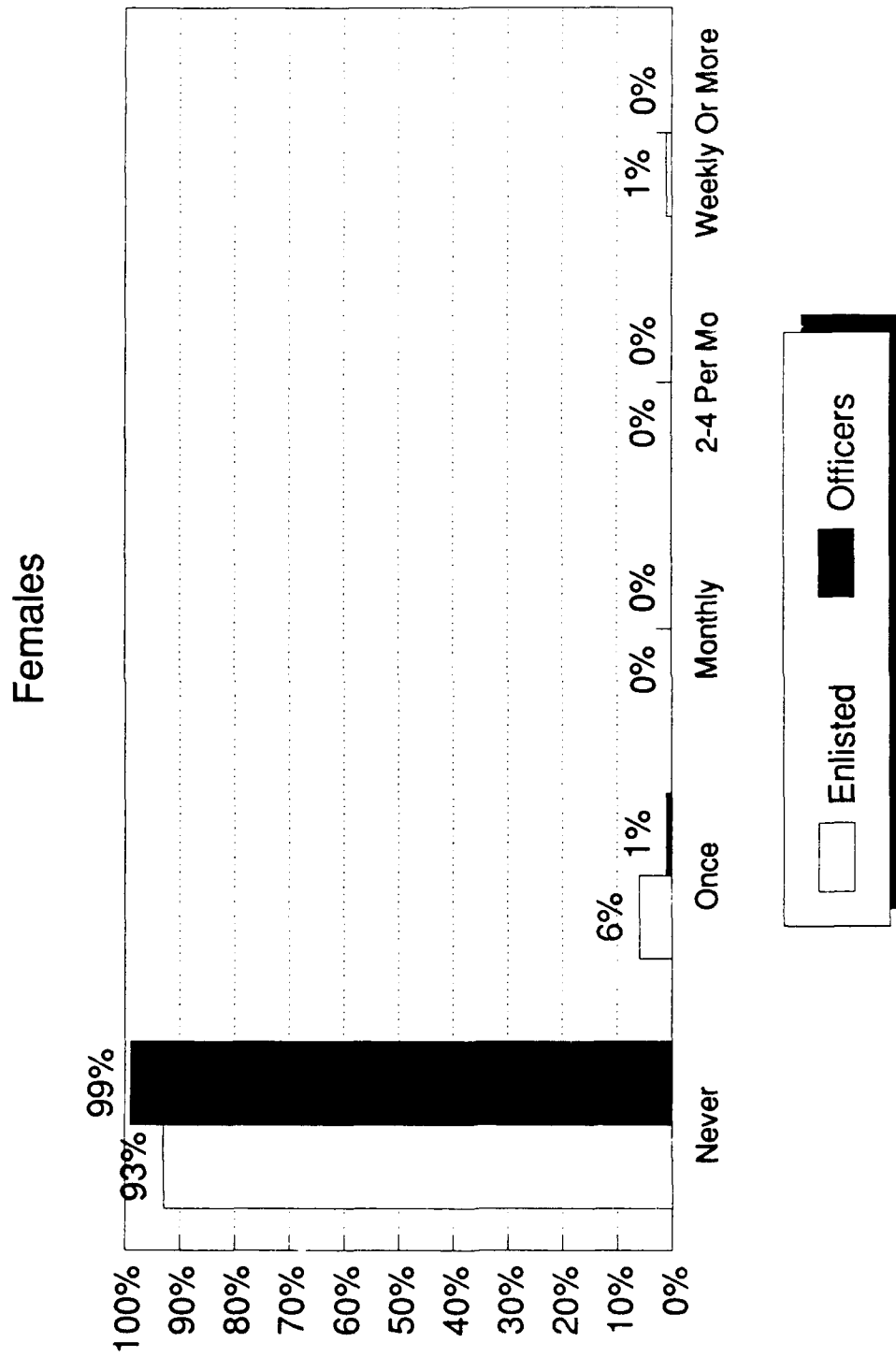
Enlisted; N = 5629
Officers; N = 3858

h) Actual Or Attempted Rape Or Assault



O 1-3, N=2767
O 4-6, N=1658

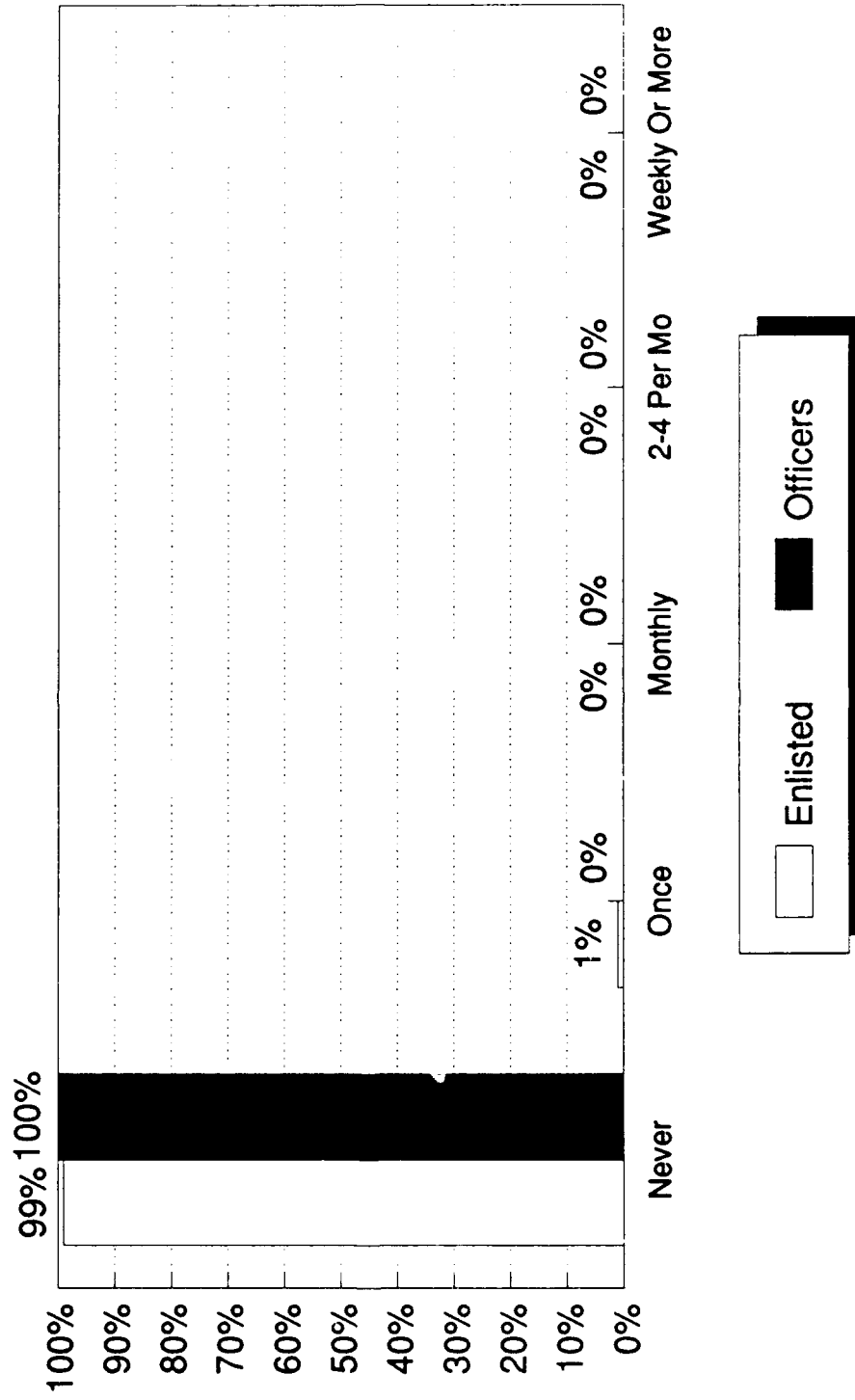
h) Actual Or Attempted Rape Or Assault



Enlisted; N = 754
Officers; N = 567

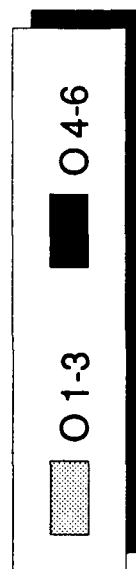
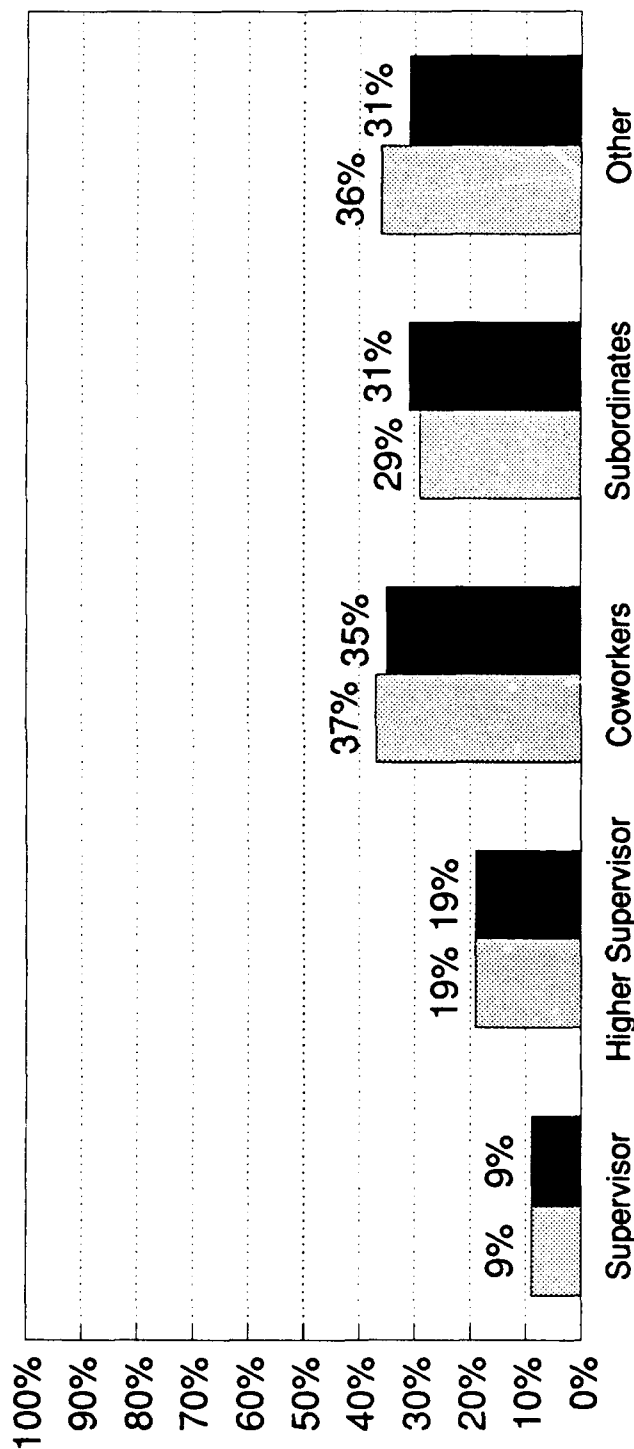
h) Actual Or Attempted Rape Or Assault

Males



Enlisted; N = 5625
Officers; N = 3858

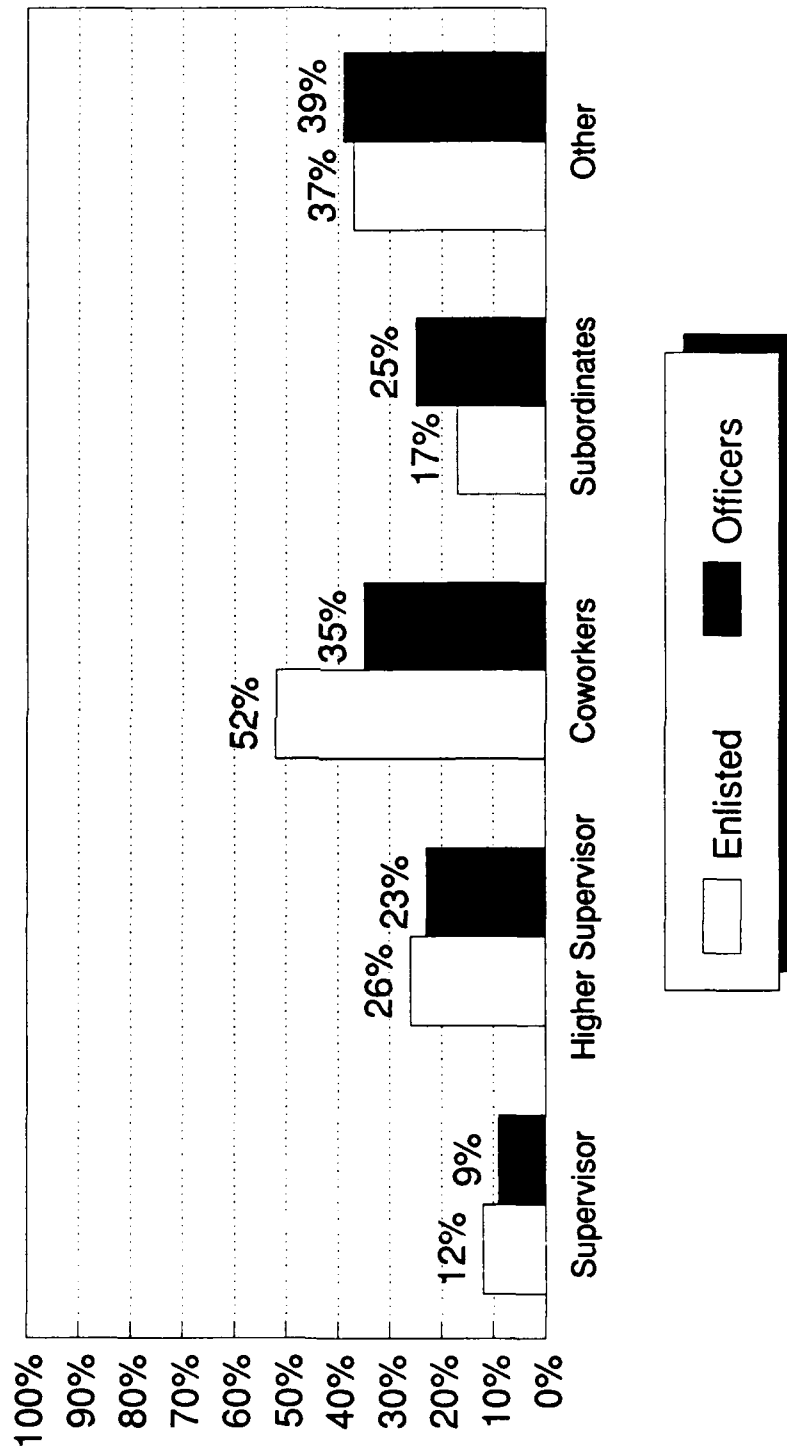
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You



*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

O 1-3, N = 281
O 4-6, N = 107

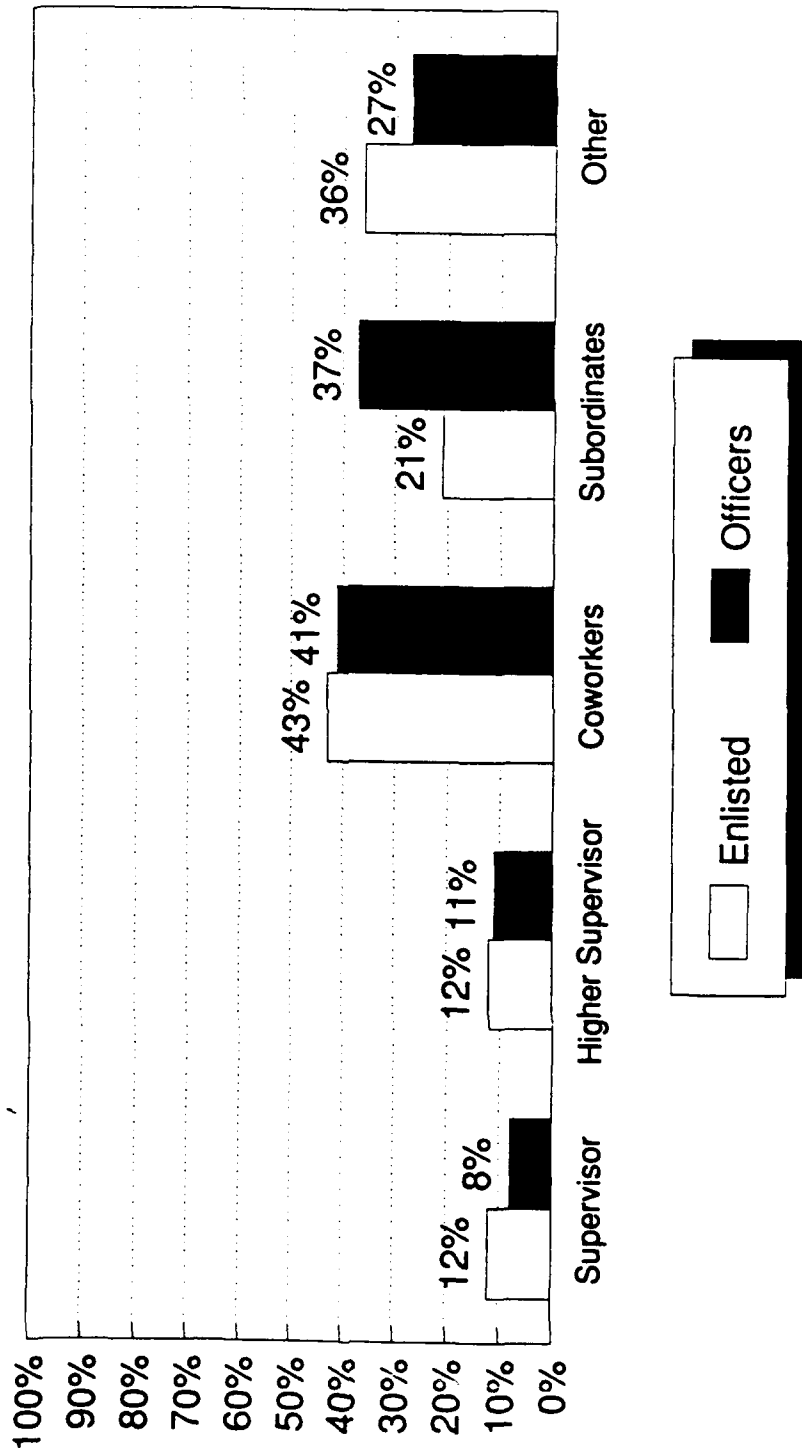
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You Females



*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

Enlisted, N = 360
Officers, N = 258

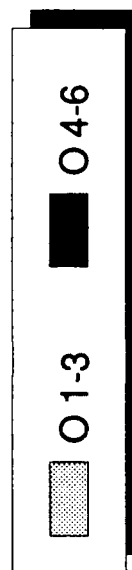
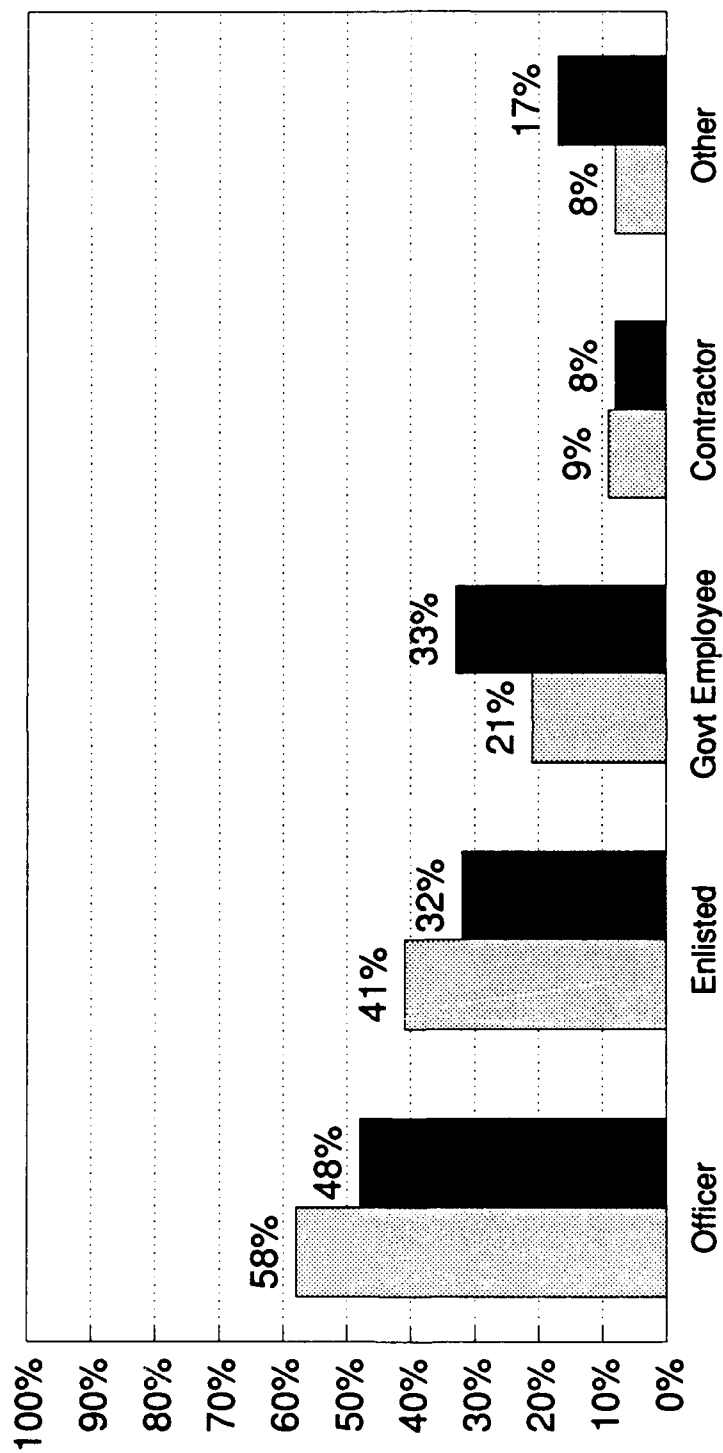
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You Males



Enlisted, N = 490
Officers, N = 130

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

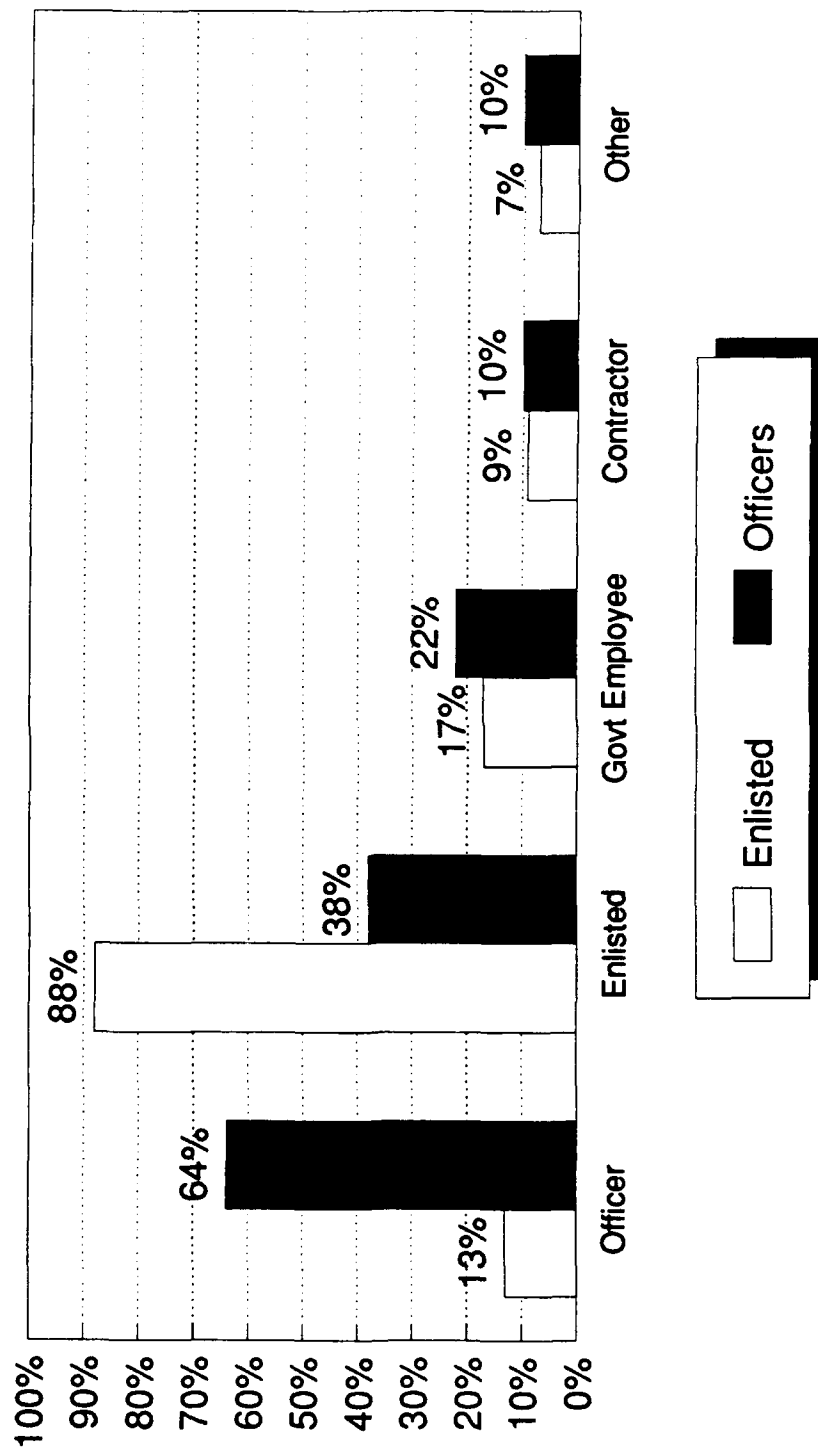
(Q143) Was The Person(s) Who Harassed* You



*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

O 1-3, N = 283
O 4-6, N = 105

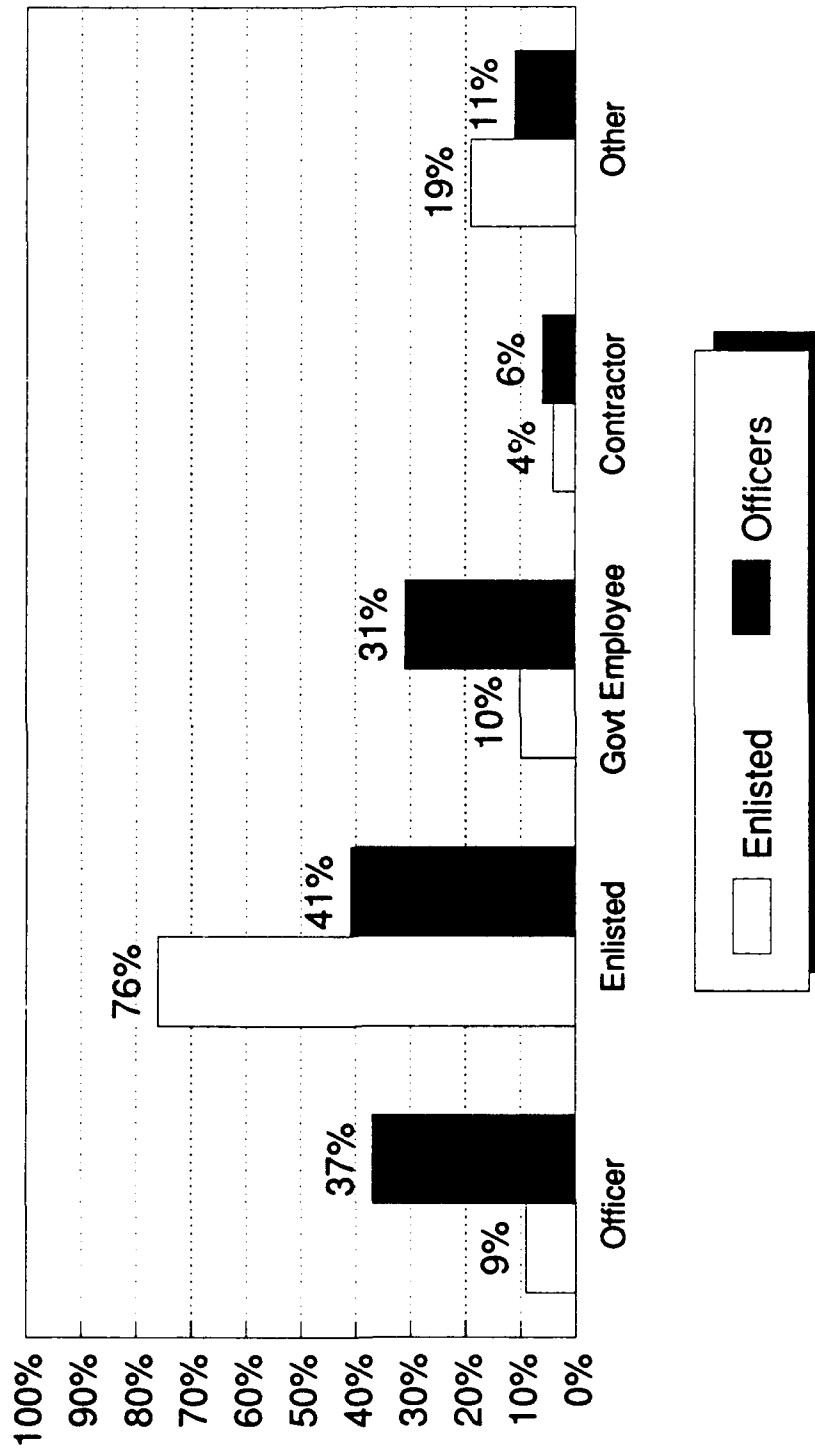
(Q143) Was The Person(s) Who Harassed* You Females



Enlisted, N = 368
Officers, N = 260

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

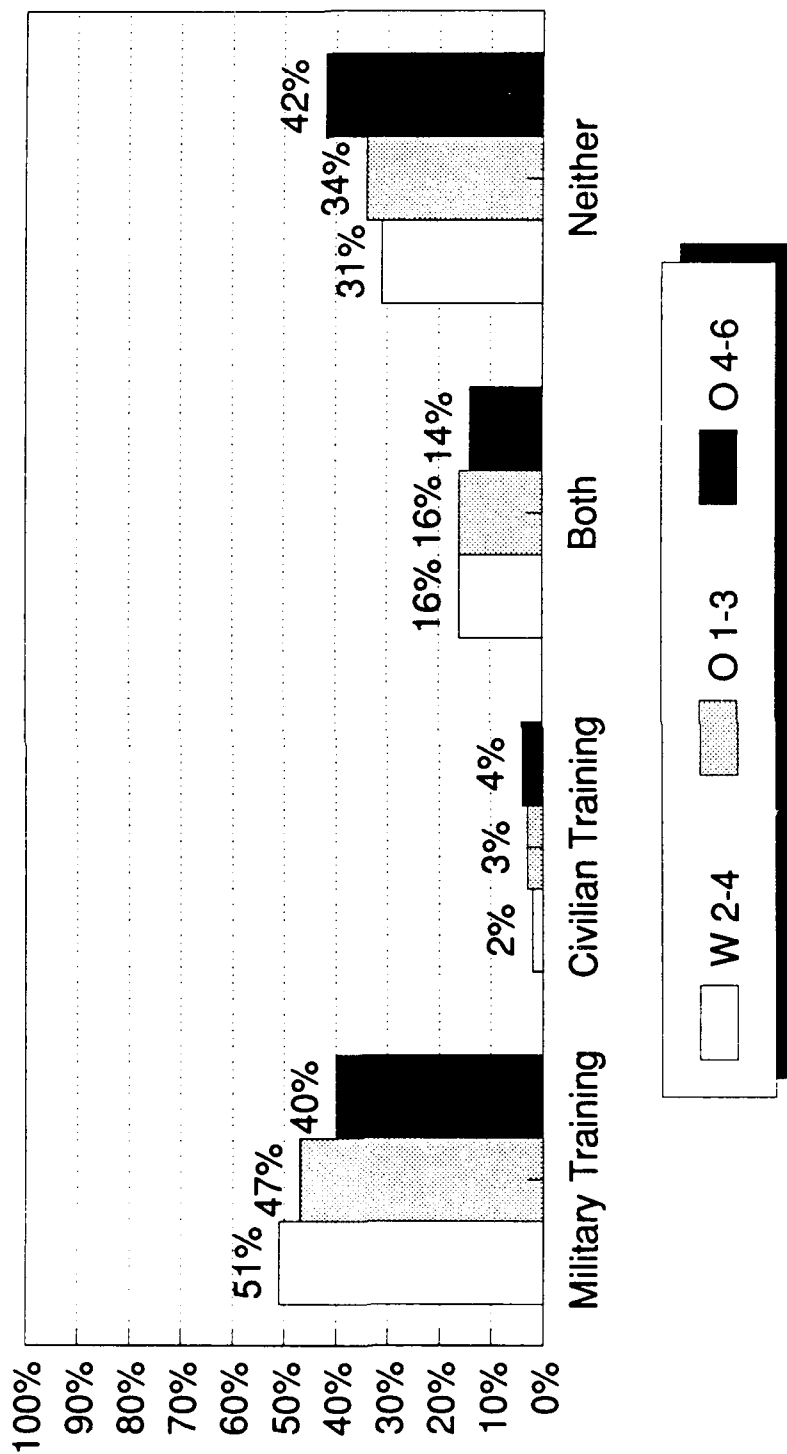
(Q143) Was The Person(s) Who Harassed* You Males



*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

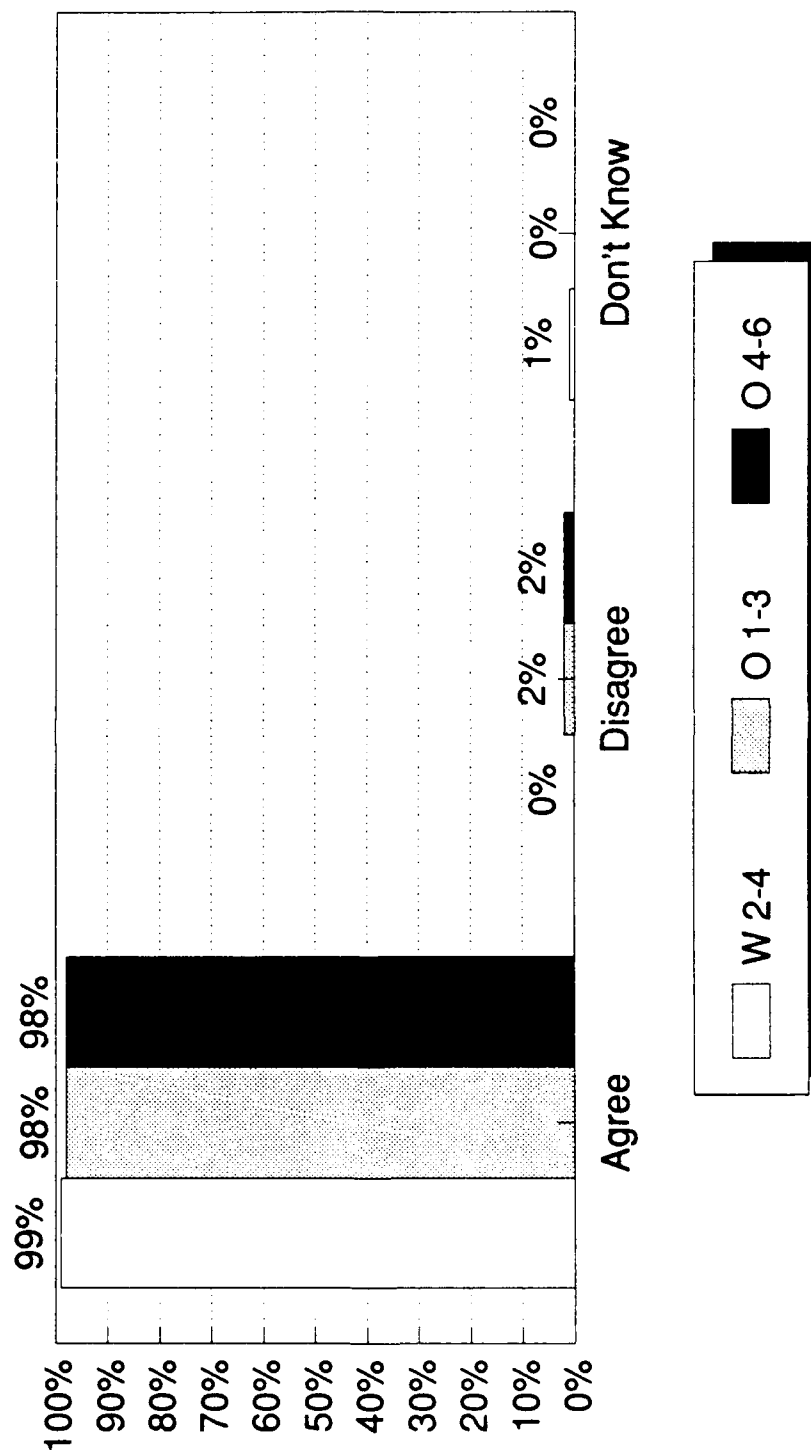
Enlisted, N = 504
Officers, N = 128

(Q144) Have You Received Training Specifically Addressing HIV/AIDS In The Last Year



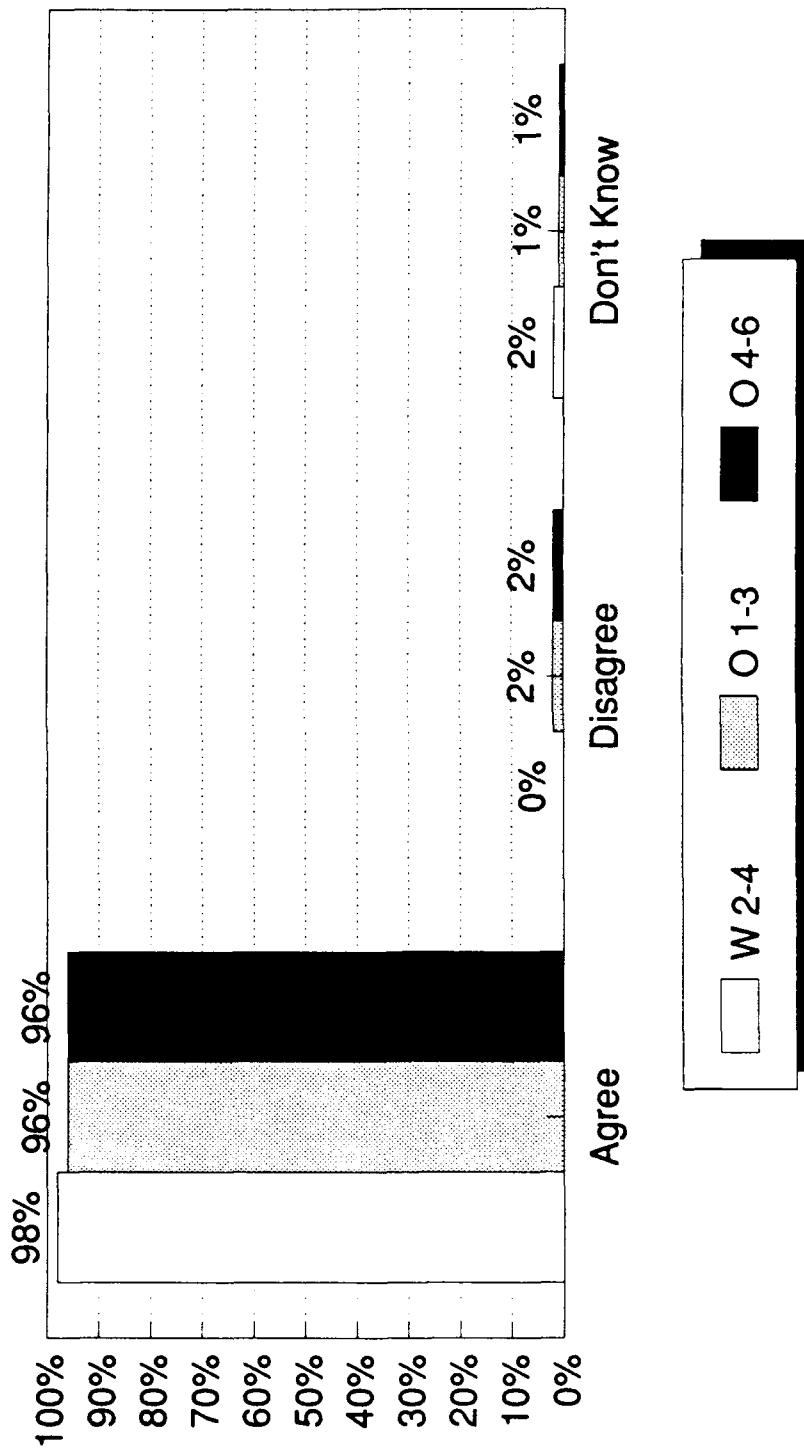
W 2-4, N=181
O 1-3, N=2901
O 4-6, N=1736

(Q145) Having Sex With Multiple Partners Increases The Risk Of Passing The Virus That Causes AIDS



W 2-4, N=179
O 1-3, N=2896
O 4-6, N=1737

(Q146) The Use Of A Condom During Sexual Intercourse May Lower The Risk Of Getting AIDS

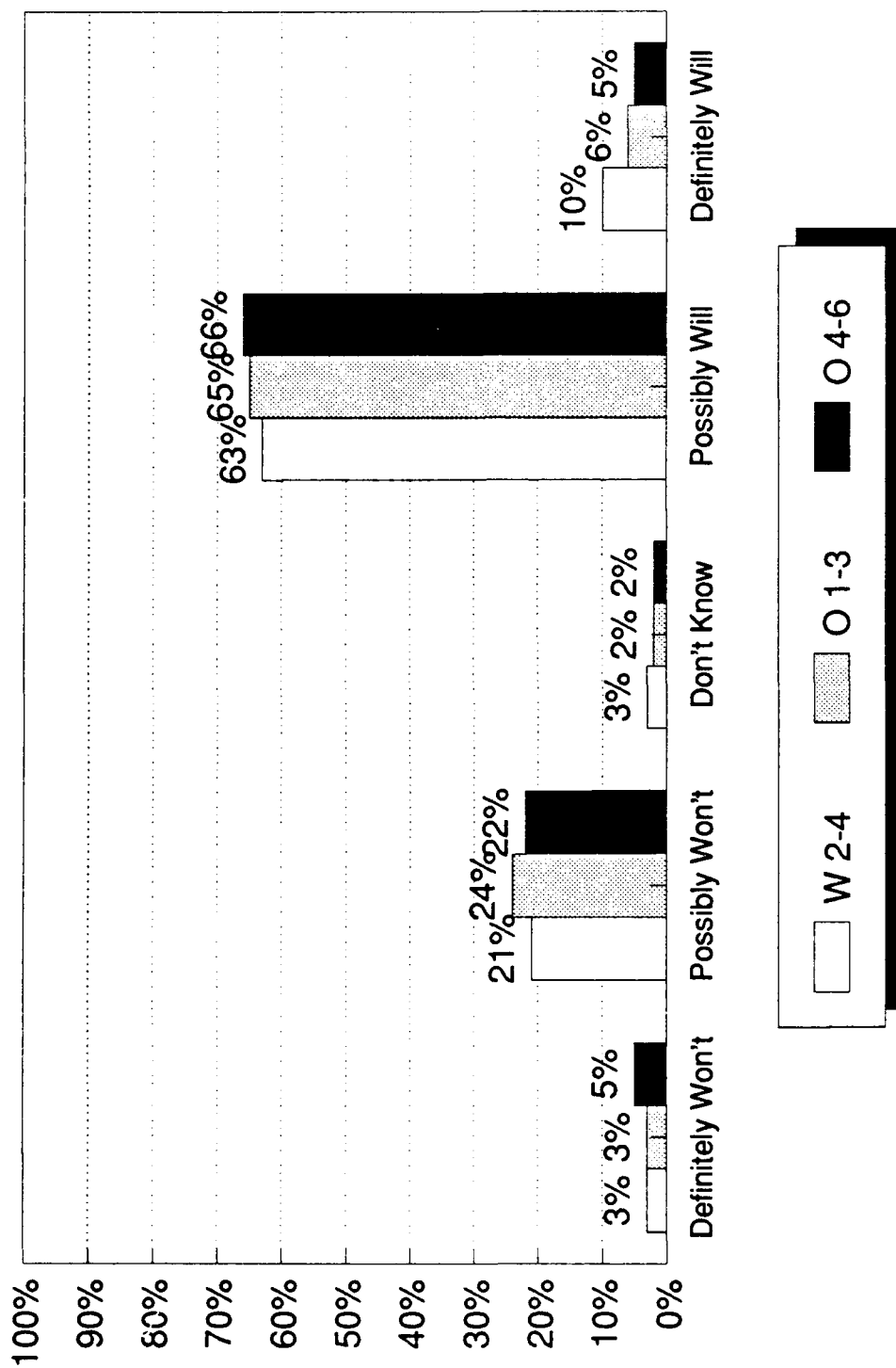


W 2-4, N=180
 O 1-3, N=2891
 O 4-6, N=1740

(Q147) Indicate How Likely You Think It Is That A
Person Will Get AIDS In Each of the Following Ways

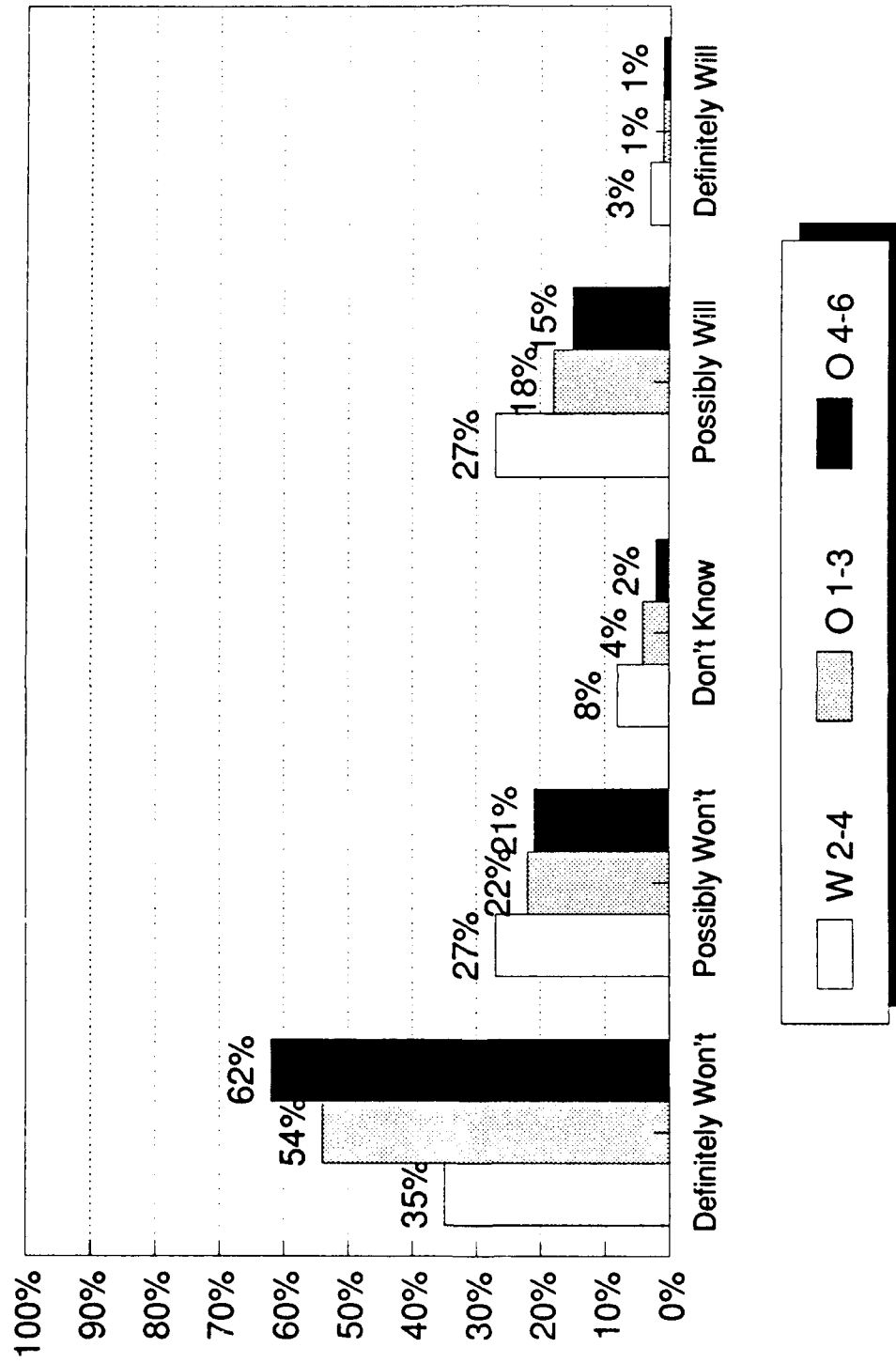
- A. Receiving A Blood Transfusion
- B. Giving or Selling Blood
- C. Working Near Someone With AIDS
- D. Casual Contact With a Co-Worker Who Has A Positive
Blood Test for the HIV antibody
- E. Eating In A Dining Facility Where The Cook Is Infected
With HIV
- F. Sharing Needles For Illegal Drug Use
- G. Having Sex With A Person Who Has AIDS

a) Receiving A Blood Transfusion



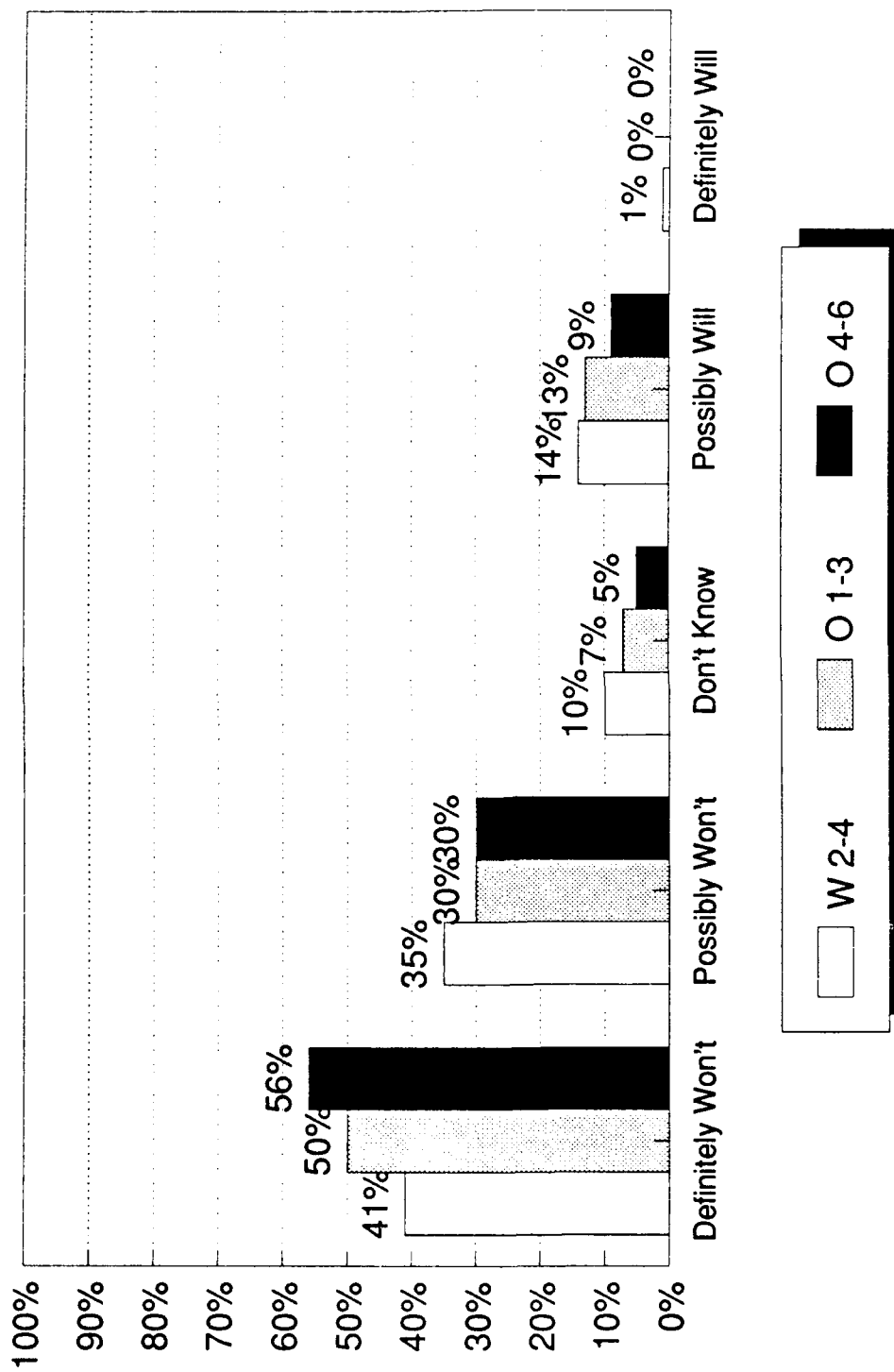
W 2-4, N=181
O 1-3, N=2899
O 4-6, N=1737

b) Giving Or Selling Blood



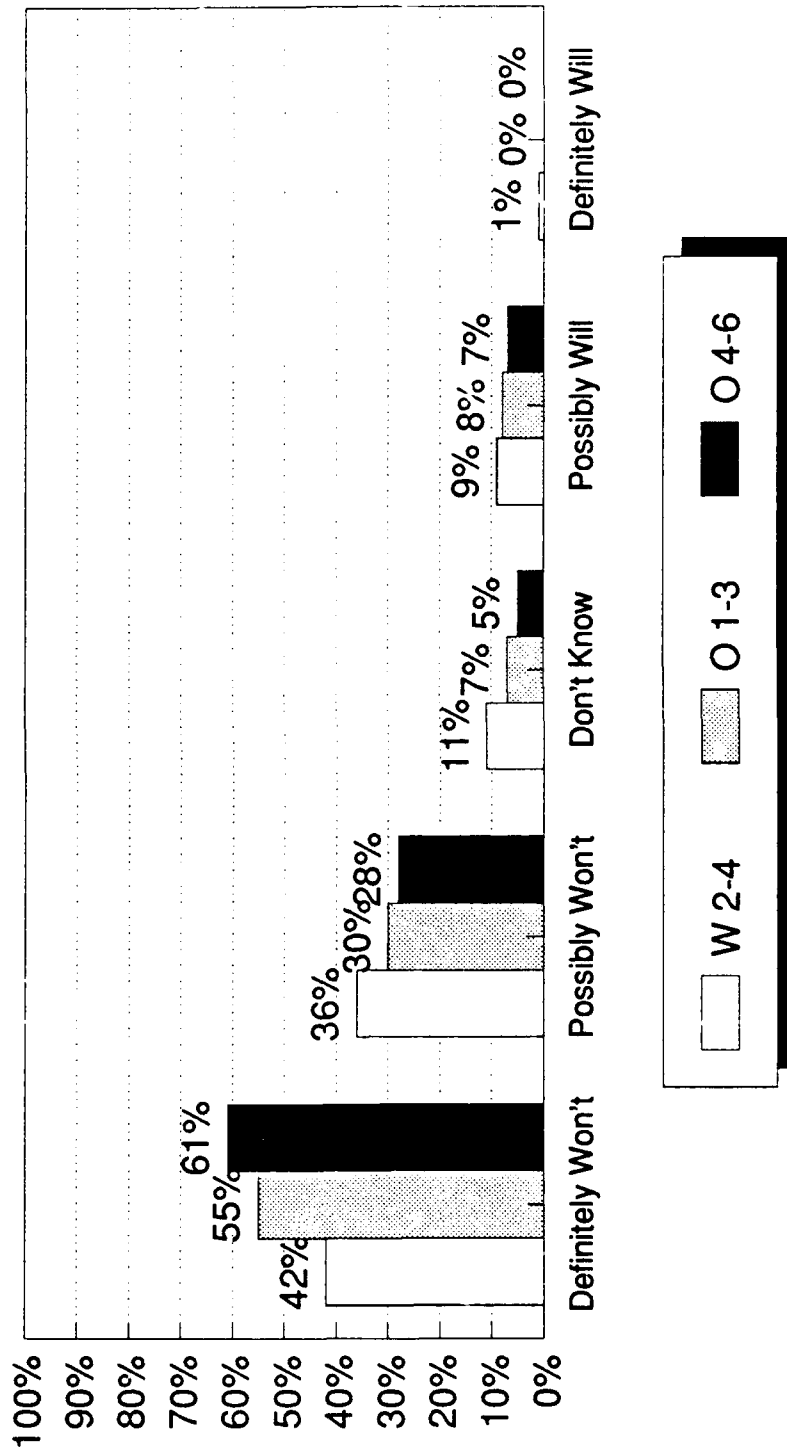
W 2-4, N=181
 O 1-3, N=2899
 O 4-6, N=1739

c) Working Near Someone With AIDS



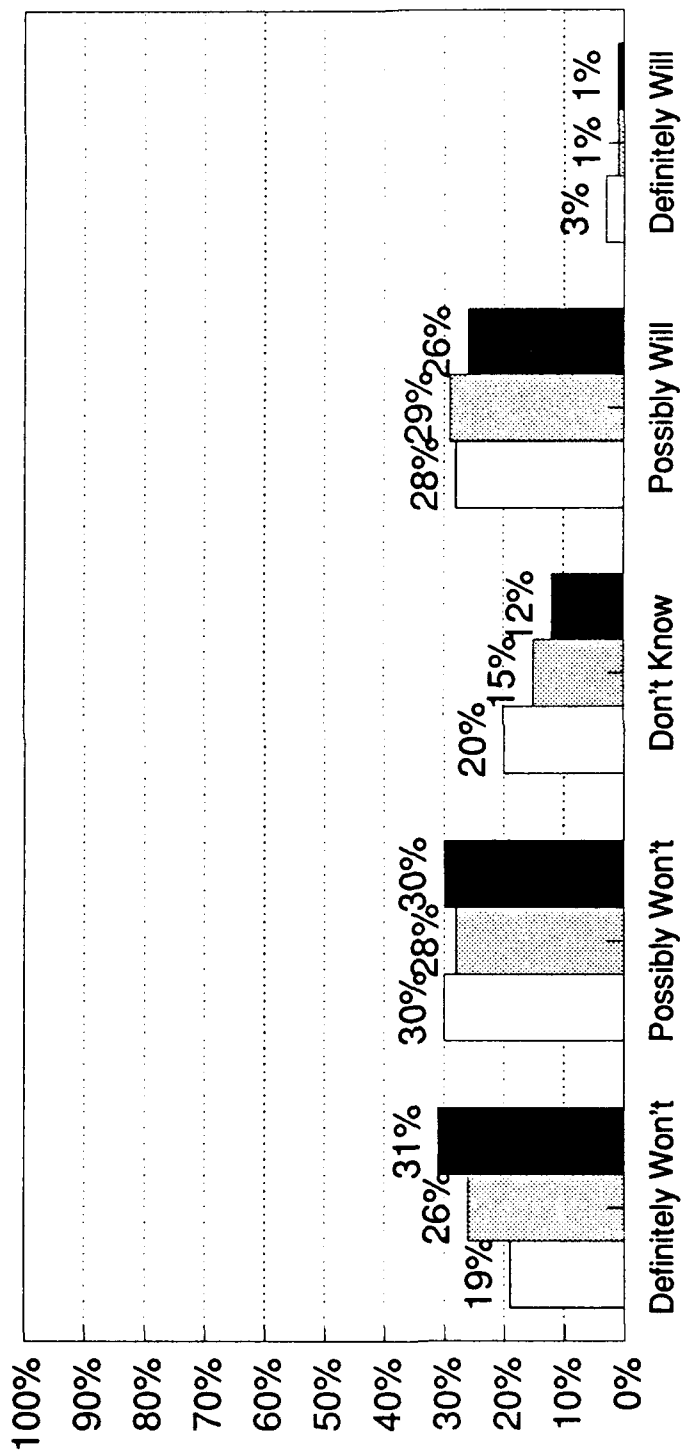
W 2-4, N=181
 O 1-3, N=2902
 O 4-6, N=1739

d) Casual Contact With A Co-Worker Who Has A Positive Blood Test For The HIV Antibody



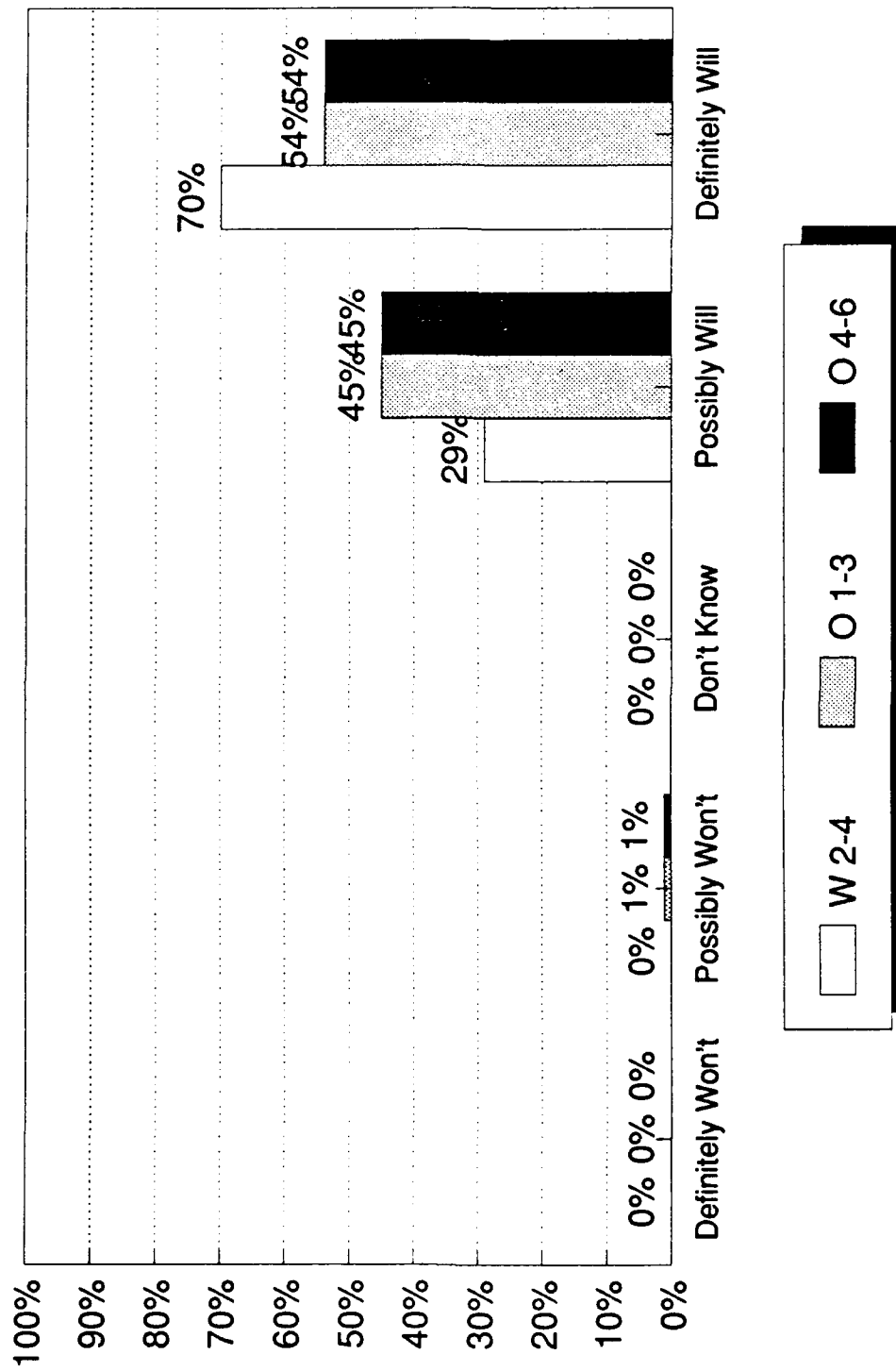
W 2-4, N=181
O 1-3, N=2898
O 4-6, N=1738

e) Eating In A Dining Facility Where The Cook Is Infected With HIV



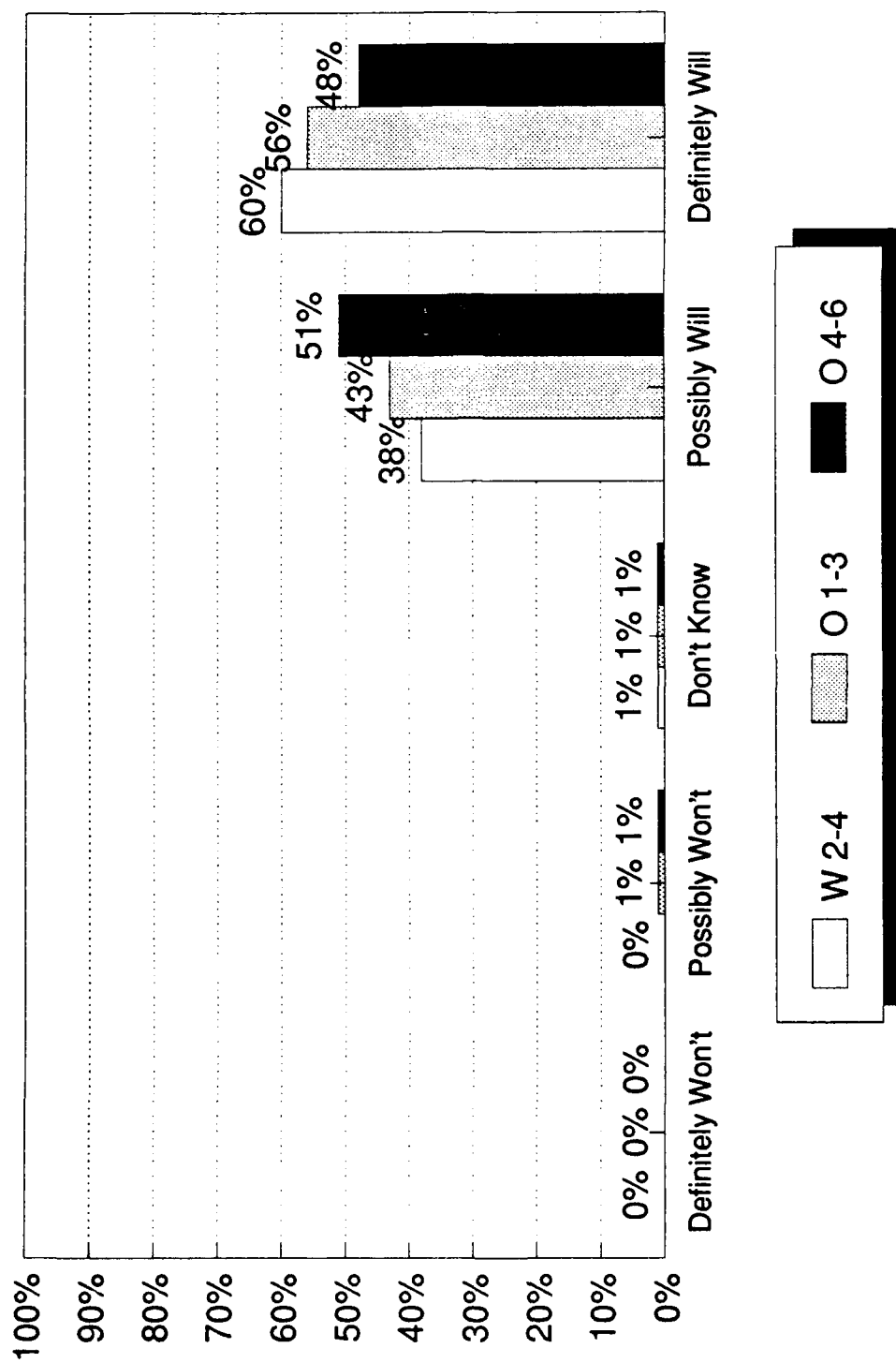
W 2-4, N=181
O 1-3, N=2898
O 4-6, N=1739

f) Sharing Needles For Illegal Drug Use



W 2-4, N=181
 O 1-3, N=2901
 O 4-6, N=1741

g) Having Sex With A Person Who Has AIDS

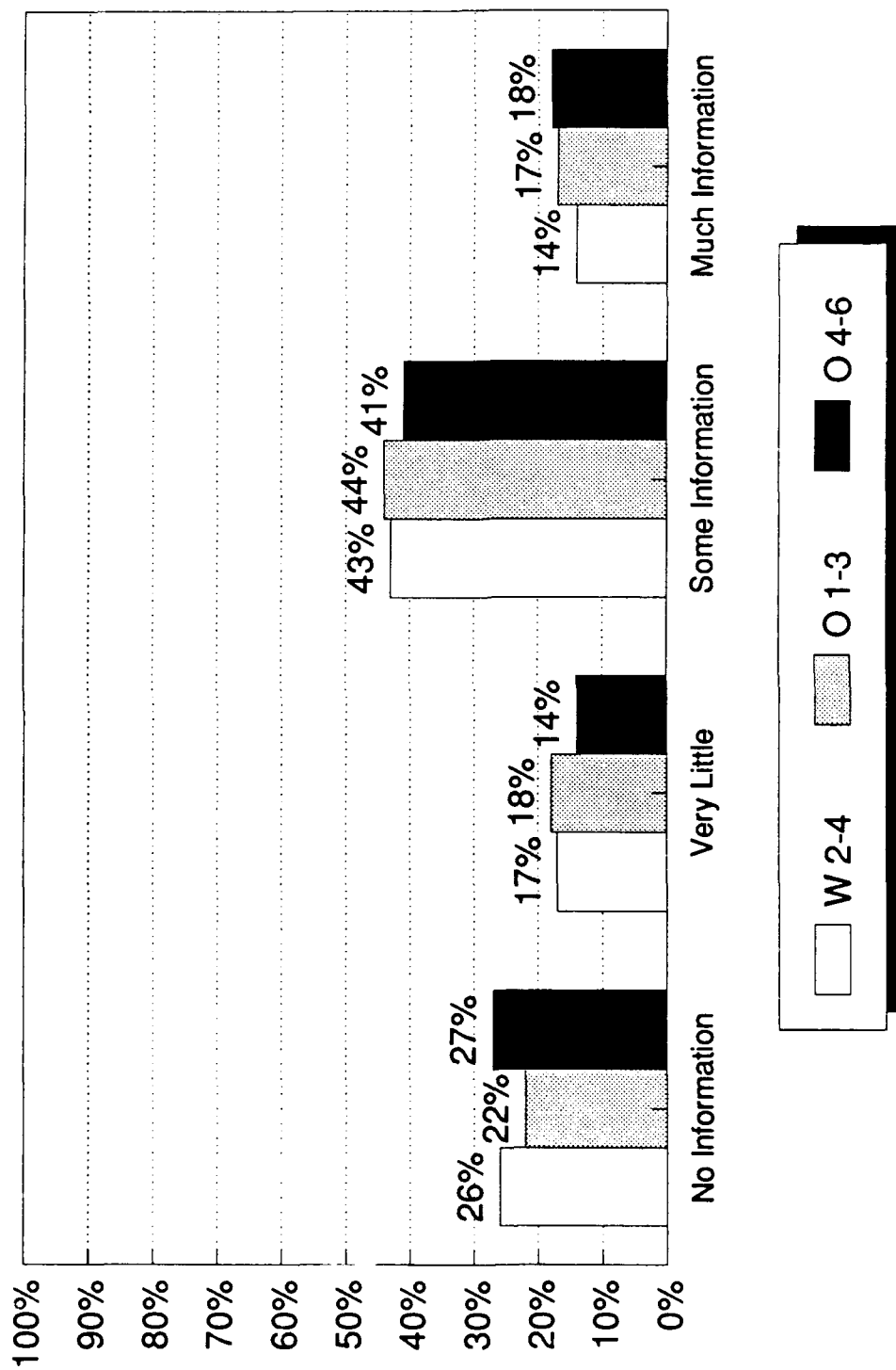


W 2-4, N=181
O 1-3, N=2900
O 4-6, N=1738

(Q148) Use This Scale To Indicate How Much AIDS
Information Received From These Sources:

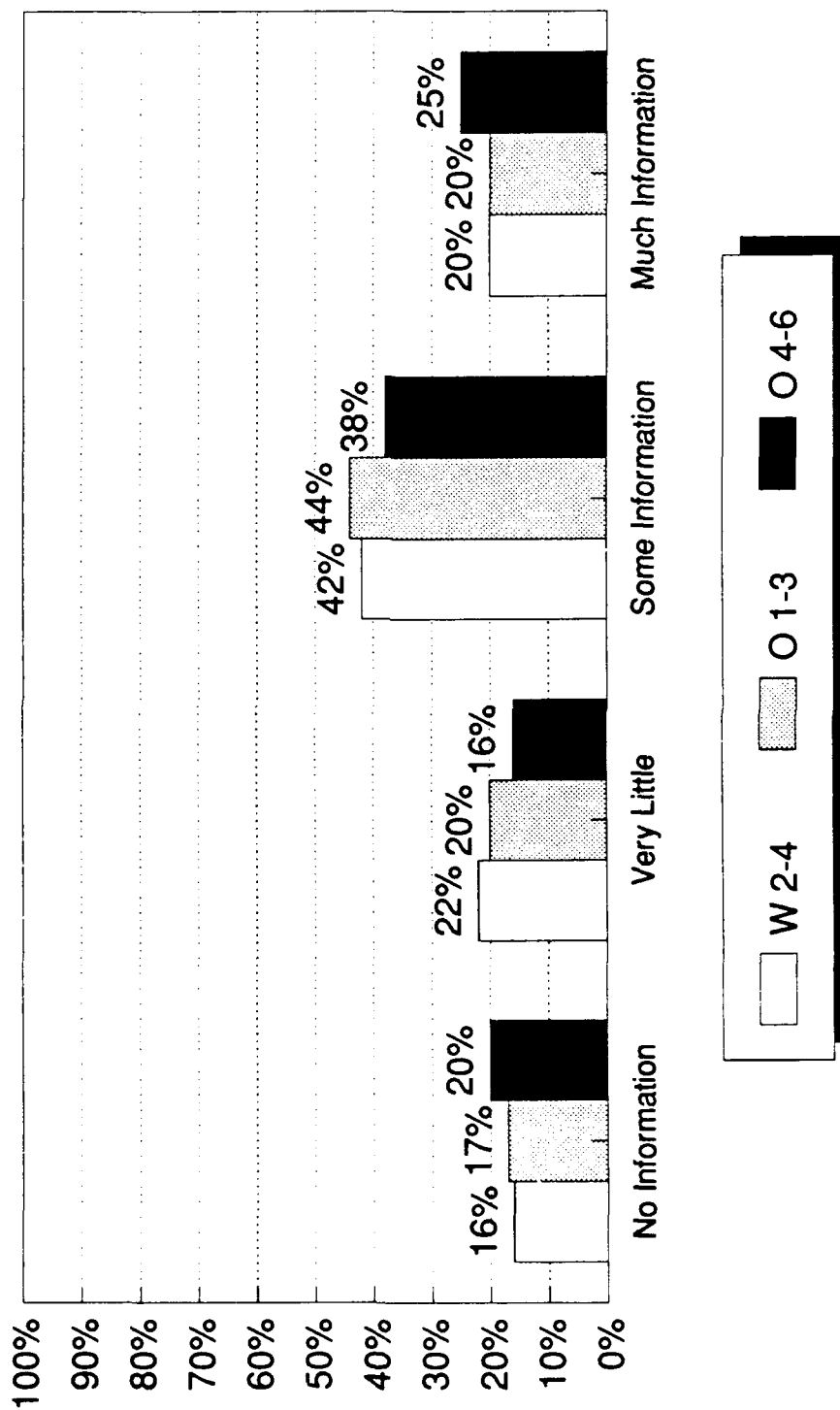
- A) Military Classroom Training
- B) Military Medical Personnel (e.g., Doctors, Nurses, etc.)
- C) Newspapers or Magazines
- D) Family Service Centers
- E) Drug and Alcohol Counselors
- F) Commercial TV and Radio
- G) Armed Forces Radio and Television
- H) Chaplain
- I) Pamphlets and Brochures Distributed By the Navy

a) Military Classroom Training



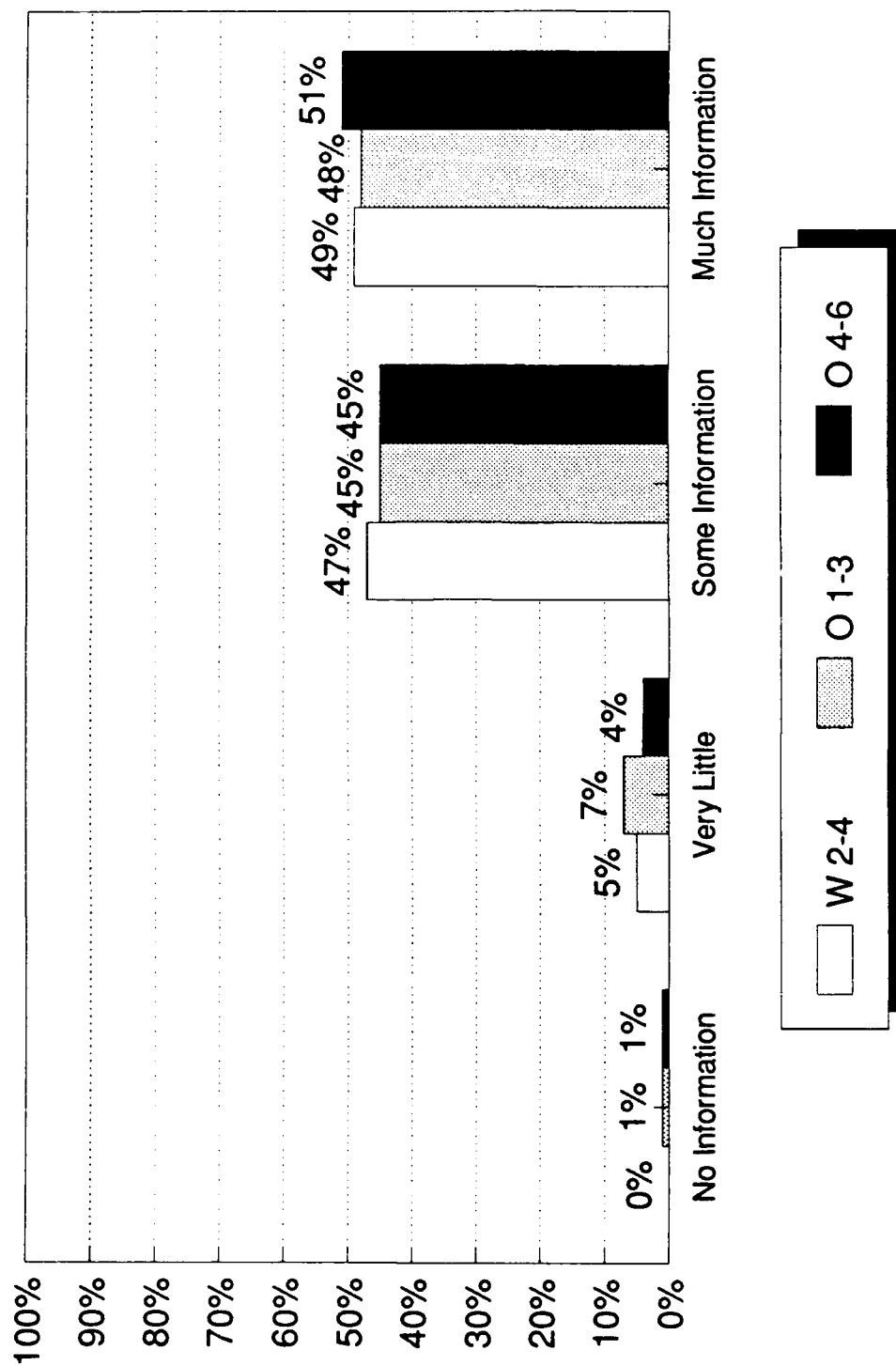
W 2-4, N=153
 O 1-3, N=2452
 O 4-6, N=1320

b) Military Medical Personnel (e.g., Doctors, Nurses, etc.)



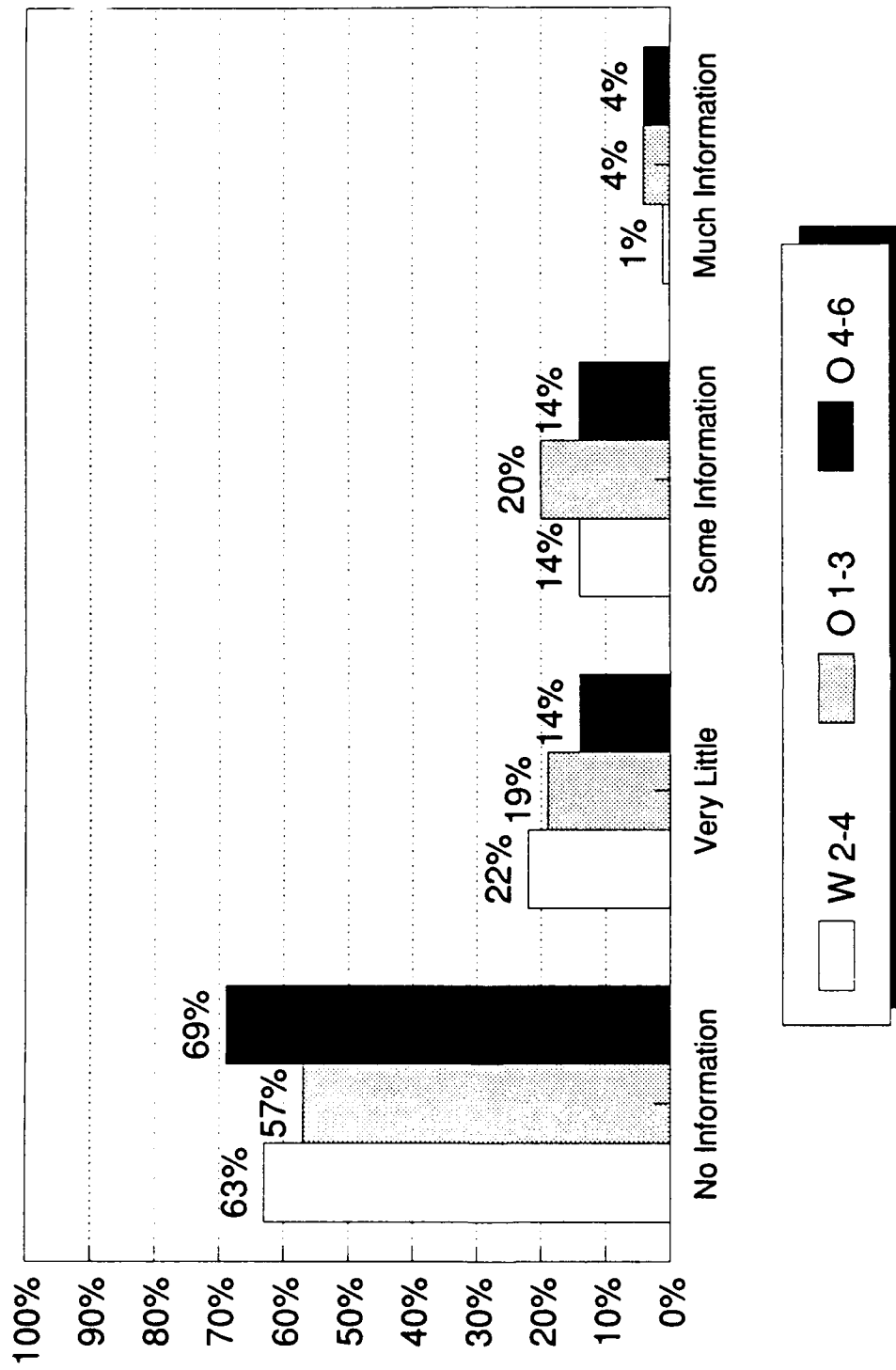
W 2-4, N=158
O 1-3, N=2551
O 4-6, N=1487

c) Newspapers Or Magazines



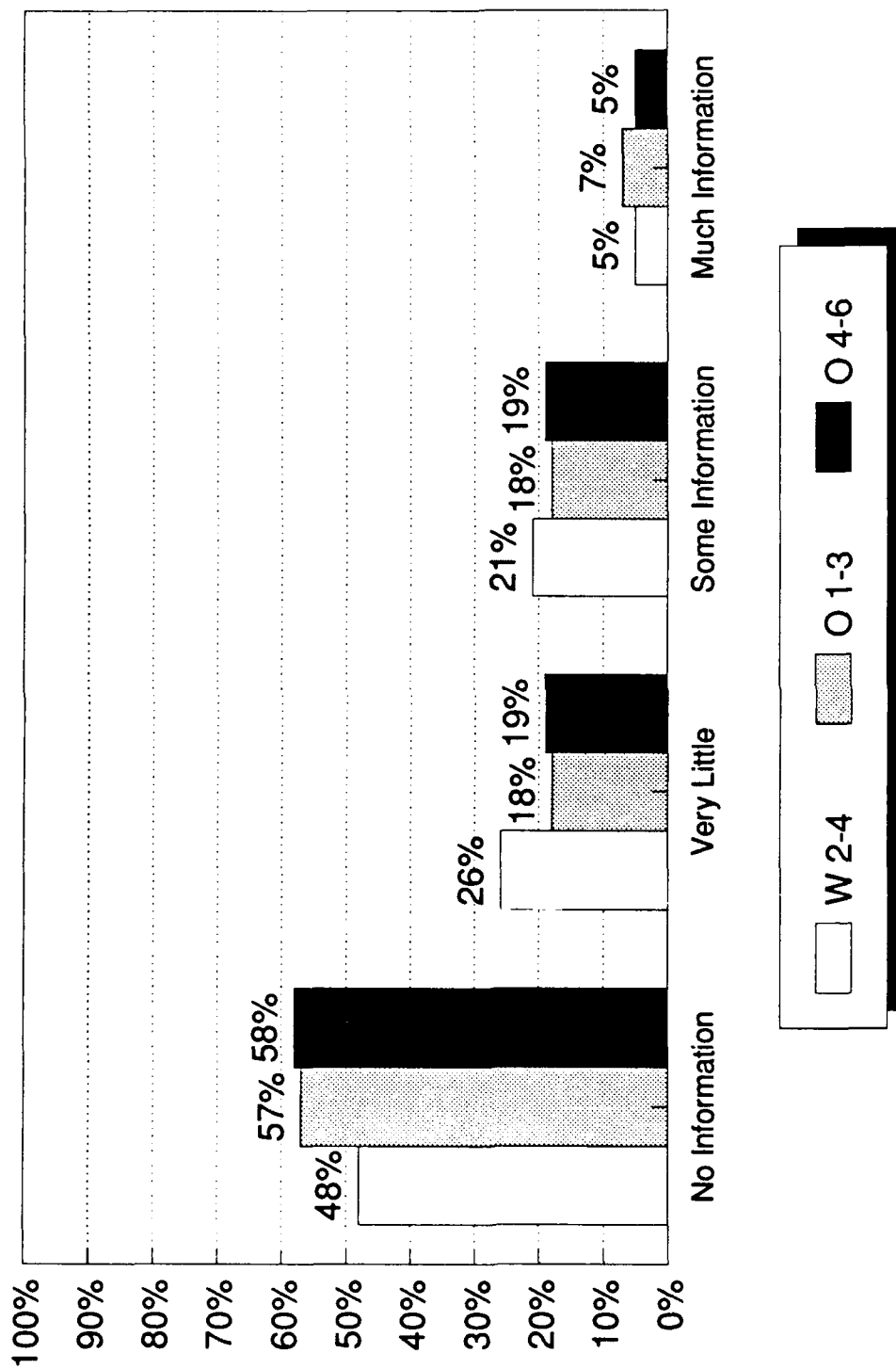
W 2-4, N=181
 O 1-3, N=2881
 O 4-6, N=1716

d) Family Service Centers



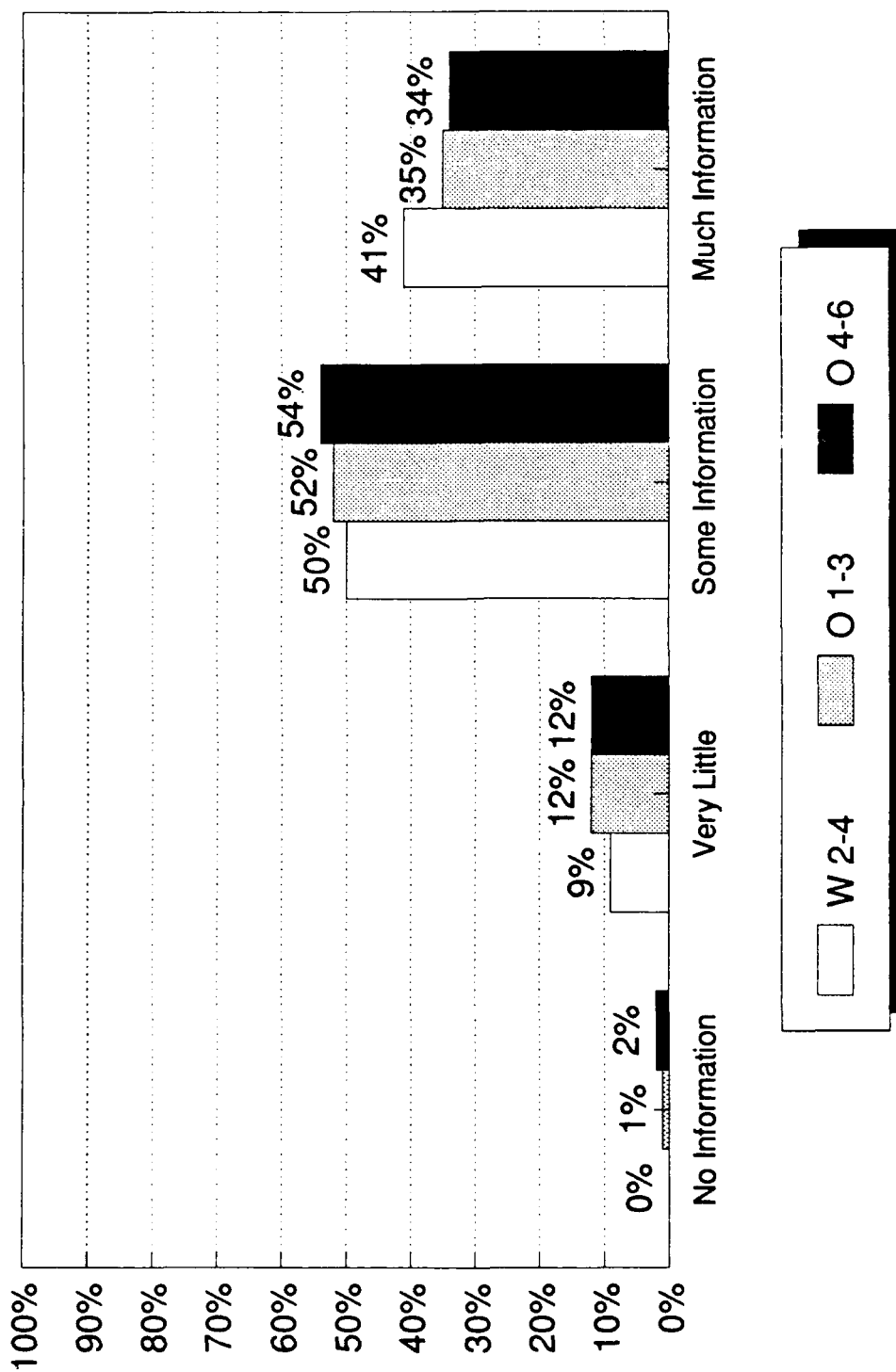
W 2-4, N=66
O 1-3, N=822
O 4-6, N=509

e) Drug And Alcohol Counselors



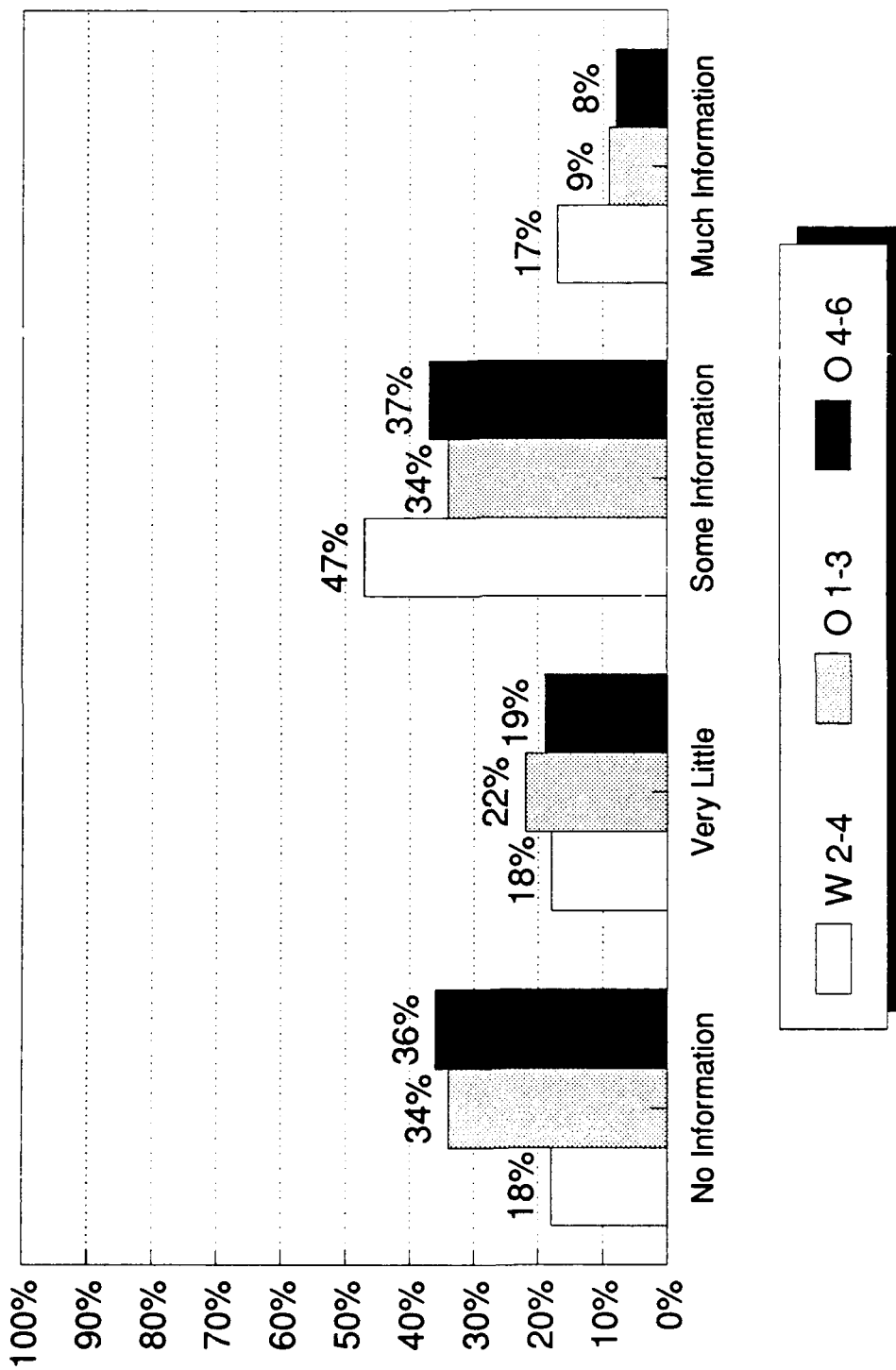
W 2-4, N=76
O 1-3, N=821
O 4-6, N=575

f) Commercial TV Or Radio



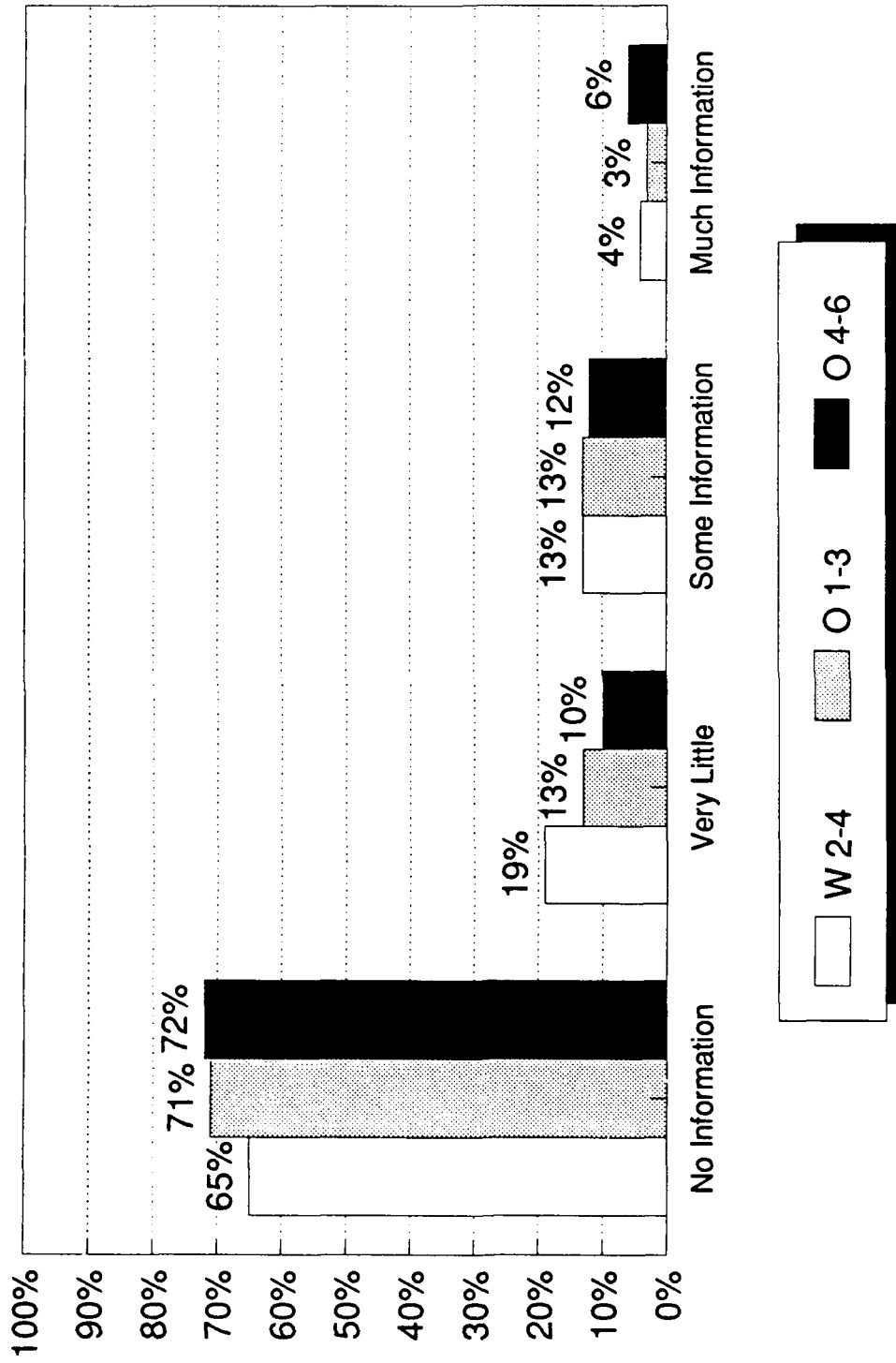
W 2-4, N=178
 O 1-3, N=2839
 O 4-6, N=1689

g) Armed Forces Radio And Television



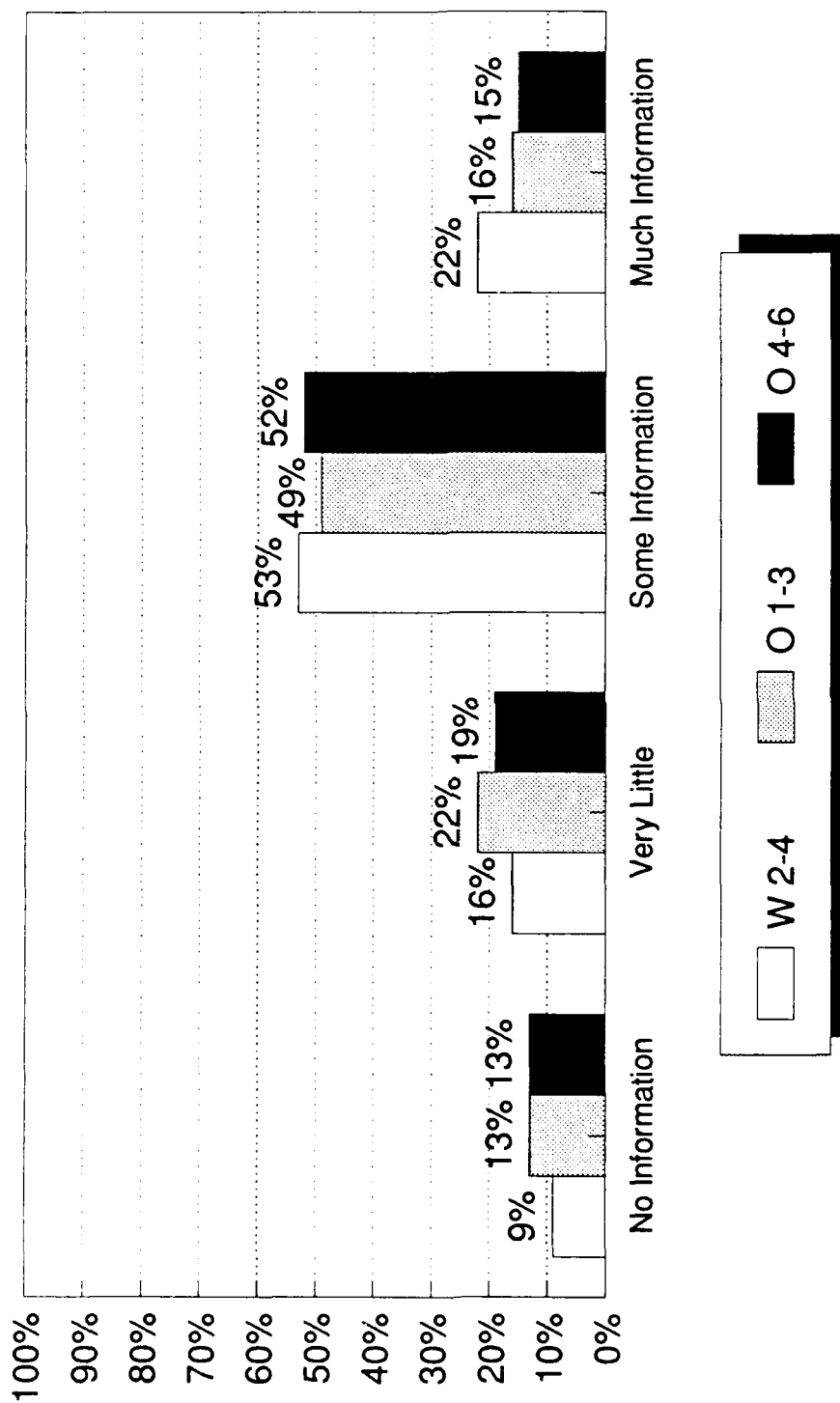
W 2-4, N=97
 O 1-3, N=1193
 O 4-6, N=653

h) Chaplain



W 2-4, N=60
O 1-3, N=798
O 4-6, N=529

i) Pamphlets And Brochures Distributed By The Navy



W 2-4, N=157
O 1-3, N=2084
O 4-6, N=1241

APPENDIX
NAVY PERSONNEL SURVEY
1990

NAVY PERSONNEL SURVEY

1990

"Your opinions and attitudes are important to me!"

**Chief of Naval Personnel
Vice Admiral J. M. Boorda**

**Navy Personnel Research & Development Center
San Diego, California 92152-6800**

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research & Development Center may collect the information requested in the Navy Personnel Survey, 1990, under the authority of 5 United States Code 301.

The information collected in the questionnaire will be used to evaluate existing and proposed Navy personnel policies and procedures.

Providing information in this form is voluntary. Failure to respond to any particular questions will not result in any penalty to the respondent except the possible lack of representation of your views in the final results and outcomes.

INSTRUCTIONS

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. At the end of the survey you will be asked to give your Social Security Number. This is optional. If you choose to do so, it will be used to help us conduct follow-on research, but will not be reported to anyone. Please take the time to give careful, frank answers.

Read the whole question carefully before marking your answer. You may mark your answers using either a pen or a pencil. In some cases, you will be asked to circle a number or letter. For example:

5. What is your "dream" car?

- [1] Ferrari
- [2] Lamborghini
- [3] Lotus
- [4] Corvette
- ☒ [5] Yugo

In other cases, however, you will be asked to fill in a blank, like this:

2. What is your birthdate?

02/26/46 (month/day/year)

You will also be given an opportunity to make written comments at the end of each section of the survey, as well as general comments at the end of the survey.

If you have questions you may contact:

Mannie Somer
(619) 553-9248 (A/V 553-9248)

Dianne Murphy
(202) 694-5631 (A/V 224-5631)

Please complete the survey within the next *five* days. When you have completed it, return it in the enclosed envelope to:

Navy Personnel Research & Development Center (Code 122)
San Diego, CA 92152-6800

Thank you for your time & effort!

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NAVY PERSONNEL SURVEY**1990****BACKGROUND*****Personal***

Indicate your answer by circling the number of your response or writing in the space provided.

1. What is your sex?

- [1] Male
- [2] Female

2. What was your age on your last birthday?

3. What is your race/ethnic group?

- [1] White/Caucasian
- [2] Black/African American
- [3] American Indian/Alaskan Native
- [4] Hispanic/Mexican/Latin American
- [5] Oriental/Filipino/Pacific Islander
- [6] Other

4. What is your highest level of education?

- [1] Less than high school graduate
- [2] High school equivalency (GED)
- [3] High school graduate
- [4] Less than two years of college
- [5] Two years or more of college, no degree
- [6] Associate degree
- [7] Bachelor's degree
- [8] Master's degree
- [9] Doctoral or professional degree

5. What is your marital status?

- [1] Never been married
- [2] Separated/divorced
- [3] Widowed
- [4] Married

6. How many of your children (natural, adopted, or stepchildren) under the age of 21 live in your household?

[0] *I have no children/no children under 21 currently living in my household*

<u>Age of Children</u>	<u>Number of Children (Circle)</u>				
[a] Under 6 weeks	[1]	[2]	[3]	[4]	[5]
[b] 6 wks to 12 mos	[1]	[2]	[3]	[4]	[5]
[c] 13 to 24 mos	[1]	[2]	[3]	[4]	[5]
[d] 25 to 35 mos	[1]	[2]	[3]	[4]	[5]
[e] 3 yrs to 5 yrs	[1]	[2]	[3]	[4]	[5]
[f] 6 to 9 yrs	[1]	[2]	[3]	[4]	[5]
[g] 10 to 12 yrs	[1]	[2]	[3]	[4]	[5]
[h] 13 to 15 yrs	[1]	[2]	[3]	[4]	[5]
[i] 16 to under 21 yrs	[1]	[2]	[3]	[4]	[5]

7. What is your spouse's employment situation?

- [0] *Does not apply/no spouse*
- [1] Spouse military
- [2] Spouse in Federal civil service
- [3] Working part time - civilian job
- [4] Working full time - civilian job
- [5] Self-employed at home
- [6] Unemployed by choice
- [7] Unemployed, but actively job hunting
- [8] Unemployed for other reasons (for example, medical reasons)

8. What is your dependent status on your present assignment?

- [0] *Does not apply/I have no dependents*
- [1] Accompanied
- [2] Temporarily unaccompanied (family members will join me later)
- [3] Permanently unaccompanied because it was required for the billet
- [4] Permanently unaccompanied because family members were not command sponsored (overseas tour)
- [5] Permanently unaccompanied by choice/decision

If your answer to Question 8 was not [5] go to Question 11.

If your answer to Question 8 was [0], [1], [2], [3], or [4], skip this page and go on to Question 11.

9. Which of the following reasons best describe why you are unaccompanied? (You may circle up to 3 numbers)

- [01] Career or job considerations of spouse
- [02] Home ownership at last duty station
- [03] Service member is likely to have a return tour at last duty station
- [04] Family member ties to community of last duty station
- [05] Family member preferred physical environment of last duty station (e.g., climate, urban/rural)
- [06] Family member health problems

- [07] Lack of suitable *civilian* housing at present duty station
- [08] Lack of *military family* housing

- [09] High cost of relocation
- [10] High cost of living at present duty station
- [11] High cost of civilian housing

- [12] Lack of opportunity for family members to pursue special interests (e.g., hobbies, sports teams, etc.)
- [13] Lack of adequate schools at the present duty station
- [14] Dependent child has special needs

- [15] Poor timing for family members to move (e.g., finish school year)
- [16] Inadequate notice to make plans for traveling together
- [17] Settlement of personal affairs required more time (e.g., selling a house)
- [18] Length of present assignment is too short to move the family
- [19] Not authorized concurrent travel for family members
- [20] Service member's work schedule would cause family hardship

- [21] For personal reasons not covered above
- [22] Other (please describe) _____

10. If you are unaccompanied, which of the following describes the place where *your family* lives?

- [1] Military family housing
- [2] Government-leased housing in the civilian community
- [3] Personally-owned housing in the civilian community
- [4] Personally-rented housing in the civilian community
- [5] Personally-rented space to park mobile home owned by service member
- [6] Shared rental housing in the civilian community
- [7] Other (please describe) _____

11. Which of the following describes the place where *you* live?

- [1] Military family housing
- [2] Government-leased housing in the civilian community
- [3] Personally-owned housing in the civilian community
- [4] Personally-rented housing in the civilian community
- [5] Personally-rented space to park mobile home owned by service member
- [6] Shared rental housing in the civilian community
- [7] On a ship
- [8] Bachelor's Quarters (BQ)
- [9] Other (please describe) _____

12. About how much is your rent/house payment per month including taxes, insurance, and utilities (gas, electric, water, sewer, and garbage)? (If you share housing with non-family members, your response should be your portion of the housing expenses.)

- [0] *I live in government housing*
- [1] Under \$100/month
- [2] \$101-200/month
- [3] \$201-300/month
- [4] \$301-400/month
- [5] \$401-500/month
- [6] \$501-650/month
- [7] \$651-800/month
- [8] \$801-1000/month
- [9] \$1001-1250/month
- [10] \$1251-1500/month
- [11] \$1501-1750/month
- [12] \$1751-2000/month
- [13] Over \$2000/month

13. What is your average one-way commute time from home to your duty station?

- [0] *Does not apply/I don't commute*
- [1] Under 15 minutes
- [2] 15-30 minutes
- [3] 31-45 minutes
- [4] 46 minutes - 1 hour
- [5] Over 1 hour

Career

14. What is your pay grade?

- | | | | |
|---------|----------|----------|-----------|
| [1] E-1 | [10] W-2 | [13] O-1 | [19] O-1E |
| [2] E-2 | [11] W-3 | [14] O-2 | [20] O-2E |
| [3] E-3 | [12] W-4 | [15] O-3 | [21] O-3E |
| [4] E-4 | | [16] O-4 | |
| [5] E-5 | | [17] O-5 | |
| [6] E-6 | | [18] O-6 | |
| [7] E-7 | | | |
| [8] E-8 | | | |
| [9] E-9 | | | |

15. What is your designator?

[0] *Does not apply/I am enlisted*

Line

- [1] 110X General URL
- [2] 111X Surface
- [3] 112X Submarine
- [4] 113X Special Warfare
- [5] 114X Special Operations

- [6] 12XX Materiel Professional

- [7] 130X Other than Operational Flying
- [8] 131X Pilot
- [9] 132X Naval Flight Officer
- [10] 13XX (Other than 130X, 131X, or 132X)

- [11] 14XX Engineering
- [12] 15XX Aero Engineering Duty Officer
- [13] 16XX Special Duty
- [14] 180X Special Duty - Oceanography

Staff

- [15] 210X Medical Corps
- [16] 220X Dental Corps
- [17] 230X Medical Service Corps
- [18] 250X Judge Advocate General Corps
- [19] 290X Nurse Corps
- [20] 310X Supply Corps
- [21] 410X Chaplain Corps
- [22] 510X Civil Engineer Corps

LDO

- [23] 6XXX All Limited Duty Officer Designators

WO

- [24] 7XXX All Warrant Officer Designators

16. If you are a Chief Petty Officer, Petty Officer or an officially designated striker (qualified to wear the striker rating badge), what is your general rating?

[0] Does not apply/I am an officer

[1] Not rated/not designated striker

[2] AB	[20] BU	[38] FC	[56] MR	[74] SK
[3] AC	[21] CE	[39] FTB	[57] MS	[75] SM
[4] AD	[22] CM	[40] FTG	[58] MT	[76] STG
[5] AE	[23] CN	[41] FTM	[59] MU	[77] STS
[6] AF	[24] CT	[42] GM	[60] NC	[78] SW
[7] AG	[25] CU	[43] GS	[61] OM	[79] TM
[8] AK	[26] DC	[44] HM	[62] OS	[80] UT
[9] AM	[27] DK	[45] HT	[63] OT	[81] WT
[10] AO	[28] DM	[46] IC	[64] PC	[82] YN
[11] AQ	[29] DP	[47] IM	[65] PH	
[12] AS	[30] DS	[48] IS	[66] PI	
[13] AT	[31] DT	[49] JO	[67] PM	
[14] AV	[32] EA	[50] LI	[68] PN	
[15] AW	[33] EM	[51] LN	[69] PR	
[16] AX	[34] EN	[52] MA	[70] QM	
[17] AZ	[35] EO	[53] ML	[71] RM	
[18] BM	[36] ET	[54] MM	[72] RP	
[19] BT	[37] EW	[55] MN	[73] SH	

17. How long have you been in your current pay grade?

_____ years _____ months

18. How long have you been on active duty in the Navy?

_____ years _____ months

19. What are your Navy career plans?

- [1] I have **definitely decided to stay** in the Navy at least until eligible to retire
- [2] I will **probably stay** in the Navy at least until eligible to retire
- [3] I **don't know** if I will stay in the Navy until eligible to retire
- [4] I will **probably not stay** in the Navy until eligible to retire
- [5] I will **definitely not stay** in the Navy until eligible to retire
- [6] I am **eligible** to retire now and I **have decided to leave**
- [7] I am **eligible** to retire now but I have **made no decisions** to leave

20. What is your current military status?

- [1] USN
- [2] USNR
- [3] USNR (TAR)
- [4] USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

21. What is the sea/shore code for your present assignment?

- | | |
|-------------------------|----------------------------|
| [1] Shore Duty | [5] Neutral Duty |
| [2] Sea Duty | [7] Partial Sea Duty |
| [3] Overseas Shore | [8] Double Sea Duty |
| [4] Nonrotated Sea Duty | [9] Duty Under Instruction |

22. How long have you been in your current assignment?

_____ years _____ months

23. Where are you now serving?

- [1] Atlantic Fleet afloat
- [2] Pacific Fleet afloat
- [3] Ashore in the U.S. (Including Alaska and Hawaii)
- [4] Ashore in Europe
- [5] Ashore in the Far East
- [6] Ashore in the Caribbean
- [6] Other (e.g., Duty Under Instruction)

24. What is the zip code of your current duty station?

25. If you are currently stationed at sea, where is your homeport?

- | | |
|--------------------------------------|----------------------|
| [0] <i>Does not apply/not at sea</i> | |
| [1] San Diego | [4] Puget Sound Area |
| [2] Norfolk | [5] Charleston |
| [3] Mayport | [6] Other |

26. To what type of ship/activity are you assigned?

- | | |
|--|---|
| [1] Aviation Squadron | [9] Destroyer Types |
| [2] Training Command | [10] Minecraft |
| [3] Shore or Staff Command | [11] Submarine |
| [4] Reserve Unit | [12] Service Force ship |
| [5] Aircraft Carrier (other than
carrier based A/C Squadron/
Detachment) | [13] Tender |
| [6] Amphibious ship/craft | [14] Afloat staff |
| [7] Battleship | [15] Carrier based A/C
Squadron/Detachment |
| [8] Cruiser | [16] Other |

27. How much sea duty have you had while in the Navy?

_____ years _____ months

ISSUES REGARDING ROTATION/PCS MOVES

If you are E-3 or below, check here _____ and skip to Question 43

28. How many months in advance of your Projected Rotation Date (PRD) do you want to be notified of your next duty assignment?

_____ months

29. How many months in advance of your PRD would you like to have your orders in hand?

_____ months

30. In general, how long would you be willing to extend your Projected Rotation Date (PRD) to complete your ship's deployment? (Answer even if you are not currently on a ship.)

- [0] *Does not apply/I am never on a ship*
- [1] No months/I would not be willing to extend
- [2] 1 month or less
- [3] Between 1 and 2 months
- [4] Between 2 and 3 months
- [5] Between 3 and 4 months
- [6] Between 4 and 5 months
- [7] Between 5 and 6 months
- [8] Between 6 and 9 months
- [9] Between 9 months and 1 year
- [10] Greater than 1 year

31. If you had to extend your PRD to complete your ship's deployment, which of the following would you want to receive in return?

- [0] *Does not apply/I am never on a ship*
- [1] Nothing, I don't need to receive anything in return
- [2] Sea pay bonus
- [3] Guaranteed follow-on shore tour in same homeport
- [4] Guaranteed tour of choice
- [5] Other (please explain) _____

32. If you had to extend your PRD to complete your ship's deployment, assuming you could get the bonus or tour of your choice, how would this affect your decision to stay in the Navy?

- [0] *Does not apply/I am never on a ship*
- [1] **Decrease greatly** the likelihood that I would stay in the Navy
- [2] **Decrease somewhat** the likelihood that I would stay in the Navy
- [3] It would have **no influence**
- [4] **Increase somewhat** the likelihood that I would stay in the Navy
- [5] **Increase greatly** the likelihood that I would stay in the Navy

33. If you had to extend your PRD to complete your ship's deployment, and you did not receive a bonus or tour of your choice, how would this affect your decision to stay in the Navy?

- [0] *Does not apply/I am never on a ship*
- [1] *Decrease greatly* the likelihood that I would stay in the Navy
- [2] *Decrease somewhat* the likelihood that I would stay in the Navy
- [3] It would have *no influence*
- [4] *Increase somewhat* the likelihood that I would stay in the Navy
- [5] *Increase greatly* the likelihood that I would stay in the Navy

34. How long would you be willing to extend a tour at sea in order to wait for a guaranteed shore billet at your homeport?

- [0] *Does not apply/I am never at sea*
- [1] No months/I would not be willing to extend
- [2] 1 month or less
- [3] Between 1 and 3 months
- [4] Between 3 and 6 months
- [5] Between 6 and 9 months
- [6] Between 9 and 12 months
- [7] Greater than 1 year

35. What do you consider to be the best shore tour length to balance your Navy career and your personal life?

_____ years _____ months

36. What effect has the amount of sea duty had on your decision to make the Navy your career?

- [0] *Does not apply/have not had sea duty*
- [1] *Very negative* effect, a career is much less attractive
- [2] *Somewhat negative* effect, a career is a little less attractive
- [3] It has had *no effect* at all
- [4] *Somewhat positive* effect, a career is a little more attractive
- [5] *Very positive* effect, a career is much more attractive

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- [0] *Does not apply*
 - [1] *Strongly disagree*
 - [2] *Disagree*
 - [3] *Neither agree nor disagree*
 - [4] *Agree*
 - [5] *Strongly agree*

_____ 37. I am satisfied with the amount of sea duty I have had.

_____ 38. I would prefer to take general out-of-speciality duty ashore rather than sea duty related to my warfare specialty/rating.

_____ 39. I would be willing to volunteer for a follow-on sea duty assignment to stay in the same geographical location.

If you have *no dependents*,
check here _____ and skip to
"Comments about Rotation/PCS
Moves" on Page 11

**40. In the past, have you ever made a CONUS PCS move without taking your family?
(Permanently unaccompanied)**

- [1] Yes
[2] No

41. In general, when you decide whether to transfer with *or* without your family, how important are each of the factors below in making your decision?

- [1] Not important
[2] Somewhat important
[3] Important
[4] Very important

- _____ [a] Spouse employment
- _____ [b] Availability of military family housing
- _____ [c] Availability/cost of civilian housing
- _____ [d] Children's schools
- _____ [e] Ties to the community
- _____ [f] Costs associated with moving
- _____ [g] Work schedule of member
- _____ [h] Availability of health care and education services for special needs
- _____ [i] Availability of activities/facilities for family members/child care
- _____ [j] Adequate time to make moving arrangements
- _____ [k] Length of new duty assignment

42. Circle up to 3 from the above list that were *most* important in your decision.

- [a] [b] [c] [d] [e] [f] [g] [h] [i] [j] [k]

Comments about Rotation/PCS Moves

Use the space below to make any comments you wish about *Rotation/PCS Moves*. If you need more space use the back page of the questionnaire.

RECRUITING DUTY

43. Are you currently serving in recruiting duty?

- [1] Yes
- [2] No

44. Before your current assignment, have you ever served a tour of duty in recruiting?

- [1] Yes
- [2] No

Whether you have been on recruiting duty or not, we want to know the image of recruiting duty in the Fleet. Use the scale below to tell how much you agree or disagree with the statements that follow.

- [1] Strongly disagree
- [2] Disagree
- [3] Don't know
- [4] Agree
- [5] Strongly agree

_____ 45. I think that recruiters are assigned to geographical locations of their choice.

_____ 46. I think that recruiters get some sea duty credit for their time ashore.

_____ 47. I think that only the best people are selected for recruiting duty.

Continue to use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- [0] Does not apply
- [1] Strongly disagree
- [2] Disagree
- [3] Don't know
- [4] Agree
- [5] Strongly agree

_____ 48. I think that recruiter duty is good duty.

_____ 49. I think that recruiters get extra pay.

_____ 50. I would volunteer for recruiting duty if I could be guaranteed the duty station of my choice.

_____ 51. Recruiting duty would benefit my Navy career.

_____ 52. Being on or having had recruiting duty helps me get promoted faster than do other shore duty assignments.

_____ 53. I would be interested in a recruiting assignment.

_____ 54. There is enough information available about recruiting duty.

Comments about Recruiting Duty

Use the space below to make any comments you wish about *Recruiting Duty*.

NAVY PAY & BENEFITS

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- [1] Strongly disagree
- [2] Disagree
- [3] Neither agree nor disagree
- [4] Agree
- [5] Strongly agree

- _____ 55. My *base pay* should be based on my military specialty (NEC, Designator).
- _____ 56. I think I am adequately paid for the job I do.
- _____ 57. Single service members without dependents should be paid the same as married service members with dependents.
- _____ 58. I think that pay increases should be based more on promotion than they are now. (NOTE: *Navy analysts have found that, at present, during a 20-year career 60% of Navy pay increases are due to time-in-service and 40% are due to promotion.*)
59. How does your Navy pay compare at this point in time to what your friends/peers make in the civilian world with similar responsibilities and skills?
- [1] *Civilian pay much better*
 - [2] *Civilian pay somewhat better*
 - [3] *Civilian and military pay about the same*
 - [4] *Military pay somewhat better*
 - [5] *Military pay much better*
 - [6] Cannot compare/don't know
60. What is the effect of your rate of pay on your decision to stay or leave the Navy?
- [1] *Extremely positive*, it makes a Navy career very desirable
 - [2] *Somewhat positive*, it makes me consider staying
 - [3] No effect
 - [4] *Somewhat negative*, it makes me consider leaving
 - [5] *Extremely negative*, it makes it necessary for me to leave

Cafeteria-Style Benefits

Some companies in business/industry offer a flexible benefit program, sometimes called "Cafeteria-Style Benefits." These benefit packages set aside a set number of dollars for each employee to use to pick and choose the amount of health insurance, life insurance, and other benefits that meets their needs. Occasionally, the employee receives cash for unused benefits. In the Navy, a single service member may have different benefit needs than a service member with a family. For example, he/she may choose to have more recreational services and no commissary privileges.

61. In the future, if the Navy had such a program as "Cafeteria-Style Benefits," would you be interested in participating?

- [1] Not at all interested
- [2] Somewhat interested
- [3] Very interested
- [4] Don't know until I have more information

Dental Coverage

If you have no dependents, check here _____ and skip to "Comments about Your Pay and Benefits" on Page 15

62. Are you currently enrolled in the Delta Dental Plan?

- [1] Yes
- [2] No
- [3] Don't know

63. Realizing that it might be costly, would you be interested in participating in a High Option Dental Plan to cover high cost dental services for your dependents, such as orthodontia, root canal, and tooth extraction?

- [1] Yes
- [2] No
- [3] Don't know

64. How much would you be willing to pay for such high option dental coverage for your entire family?

- [1] \$0/I have no interest in more dental coverage
- [2] \$1-10/month
- [3] \$11-20/month
- [4] \$21-30/month
- [5] \$31-40/month
- [6] \$41-50/month
- [7] \$51-75/month
- [8] \$76-100/month
- [9] More than \$100/month

Comments about Your Pay and Benefits

Use the space below to make any comments you wish about *your pay and benefits*

TRAINING & EDUCATION PROGRAMS

65. Did you complete "A" school?

- [0] *Does not apply/did not attend "A" school*
- [1] Still in school
- [2] Yes
- [3] No

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow. *If you are an officer and did not attend "A" school, answer Questions 66 and 67 for the enlisted personnel you know.*

- [0] *Does not apply*
- [1] Strongly disagree
- [2] Disagree
- [3] Neither agree nor disagree
- [4] Agree
- [5] Strongly agree

_____ **66. The main reason for a sailor to complete "A" school is to get promoted.**

_____ **67. "A" school training is essential for a sailor to succeed in "C" school.**

_____ **68. "A" school was very useful in my first duty assignment.**

69. Which of the following Navy leadership courses did you *last attend*?

- [0] *Have not attended any Navy leadership courses*
- [1] Basic Division Officers Course
- [2] Advanced Division Officers Course
- [3] Command Excellence Seminar
- [4] SWO/Submarine Department Head School
- [5] LMET
- [6] NLDP (Nav Lead)
- [7] Other _____

70. How would you rate the quality of the formal leadership training you received in the last class you attended?

- [0] *Does not apply/have not had leadership training*
- [1] Very poor
- [2] Poor
- [3] Fair
- [4] Good
- [5] Very good

71. How much of the leadership training you received did you apply to your experience in the field?

- [0] *Does not apply/have not had leadership training*
- [1] None
- [2] Some
- [3] Most
- [4] All

72. Where did you learn your leadership skills? (Choose the *one* that is most important)

- [0] *Does not apply/job does not require leadership*
- [1] On-the-job
- [2] Navy formal training
- [3] In college/ROTC/USNA courses
- [4] In other classroom training
- [5] In volunteer/civic/religious groups
- [6] From a mentor
- [7] From peers
- [8] Other (please explain) _____

73. Have you ever participated in the Navy's Voluntary Education Program (Navy Campus)?

- [1] Yes
- [2] No

74. What educational benefits do you have?

- [1] Veterans Educational Assistance Program (VEAP)
- [2] Education Assistance Training Program (EATP) (80-81)
- [3] GI Bill
- [4] Not eligible
- [5] Don't know

75. Are you presently working on a college/advanced degree?

- [1] Yes
- [2] No

76. In what areas would you be interested in taking "catch-up" courses? (Circle as many as apply)

- [0] *Does not apply, not interested*
- [1] Reading
- [2] Math
- [3] Writing

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- | | |
|-----|-----------------------|
| [0] | <i>Does not apply</i> |
| [1] | Strongly disagree |
| [2] | Disagree |
| [3] | Don't know |
| [4] | Agree |
| [5] | Strongly agree |

_____ 77. The opportunity to get Navy formal classroom training has made me more likely to stay in the Navy.

_____ 78. Leadership training classes contributed a great deal to my personal development.

_____ 79. Leadership training classes have given me the skills to perform my job better.

_____ 80. I am satisfied with the opportunity to continue my education at my current duty station.

_____ 81. The tuition assistance cap in the Voluntary Education Program (Navy Campus) is hurting me.

_____ 82. I have been satisfied with the instructors teaching under the PACE program.

_____ 83. I prefer taking courses by computer under the PACE II Program rather than instructor-based courses.

_____ 84. The Navy Campus counselors have generally been available when I needed them.

_____ 85. I understand my GI Bill (VEAP/EATP) benefits.

_____ 86. I plan to use my GI Bill (VEAP/EATP) benefits in the future.

_____ 87. The educational benefits of the GI Bill (VEAP/EATP) were an important factor in my decision to enlist in the Navy.

<p align="center"><i>Comments about Training and Educational Benefits</i></p>
--

Use the space below to comment about any aspect of *training and educational benefits* not covered in the questionnaire. If you need more space you may use the back page of the survey.

QUALITY OF LIFE PROGRAMS

88. Use the scale below to rate the quality of each of the Family Support programs at your present duty station.

- [0] *Not used/no experience*
 [1] *Very poor*
 [2] *Poor*
 [3] *Average*
 [4] *Good*
 [5] *Very Good*
 [6] *Never heard of program*

Use the column on this side
to tell us about your personal use
of these services at your present
duty station

Use the column on this side
to tell us about your
experience with these
as a supervisor/leader
(if it applies)

_____	[a] Overseas Transfer Information Service	_____
_____	[b] Housing Referral Services	_____
_____	[c] Sponsor Program	_____
_____	[d] Family Service Center Relocation Assistance	_____
_____	[e] Personal Financial Management Education/Counseling	_____
_____	[f] Family Service Center Counseling (personal, family, marital)	_____
_____	[g] Family Member Employment Assistance	_____
_____	[h] Child Development Centers	_____
_____	[i] Family Home Care Programs (alternative child care)	_____
_____	[j] The Ombudsmen Network	_____
_____	[k] Deployment Support Programs	_____
_____	[l] Family Service Center Information and Referral Services	_____
_____	[m] Base-level Family Advocacy Programs	_____
_____	[n] Housing Management Services	_____
_____	[o] Family Service Centers - overall	_____

Family Support Services

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow about *Family Support Services*. For a brief listing of services, see Question 88.

- [0] *Does not apply/have not used*
 [1] Strongly disagree
 [2] Disagree
 [3] Neither agree nor disagree
 [4] Agree
 [5] Strongly agree

- _____ 89. Navy family support services are meeting my (family's) needs.
- _____ 90. Navy family support services improve the quality of life for me (my family).
- _____ 91. Family support services make a positive contribution to Navy readiness.
- _____ 92. Family support services have had a positive impact on my decision to remain in the Navy.
- _____ 93. Family support services have had a positive impact on my family's support for my decision to remain in the Navy.
- _____ 94. I am (We are) satisfied with the *quality* of family support services in the Navy.
- _____ 95. I am (We are) satisfied with the *availability* of family support services in the Navy.
- _____ 96. Family support services have helped me to do my job better.

Comments about the Family Support Program

Use the space below to provide any comments you wish about the *Family Support Program* or to tell us what services, if any, you would like to see added to or deleted from the program. More space is available on the back page.

**If you have no dependent children
living with you, check here _____
and skip to Question 105.**

Child Care

97. Do you or your spouse have a need for child care at the present time?

- [1] Yes
- [2] No

98. What is your current child care need? (Circle as many as apply)

- [0] *Does not apply/have no child care need*
- [1] All-day care for pre-school age
- [3] Before school
- [4] After school
- [5] Overnight care
- [6] During school holidays, etc.
- [7] When child is ill
- [8] Duty days (24-hour care)
- [9] When ship goes out for local operations (2-3 days continuously)
- [10] Other

99. Who usually takes care of your child(ren)? (Circle as many as apply)

- [1] Military child care center
- [2] Base-operated family home care program
- [3] Private licensed facility
- [4] A 24-hour facility
- [5] At-home employee (nanny, au pair, etc.)
- [6] Relative
- [7] Friend
- [8] Older siblings
- [9] Spouse
- [10] Other
- [11] I currently have no arrangements/I have a child care problem

100. If you are not using military child care centers or family home care, why not? (Choose one)

- [0] *Does not apply/I am using such care*
- [1] Service is not available/I am not aware of such service
- [2] Center and family home care have a waiting list
- [3] Location of center is not convenient
- [4] Quality of care available is sub-standard
- [5] Restricted hours/no overnight care
- [6] Too expensive
- [7] Other _____

101. Do you feel that child care needs interfere with your ability to perform your job?

- [1] Never
- [2] Rarely
- [3] Sometimes
- [4] Often
- [5] Very often

102. In what way do child care needs interfere with your performance? (Circle as many as apply)

- [0] *Does not apply/does not interfere*
- [1] Distractions while on duty
- [2] Miss work
- [3] Late for work
- [4] Must leave early
- [5] Limits billet choices
- [6] Needs cause friction with co-workers/supervisors
- [7] Raises general stress level/anxiety
- [8] Other _____

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- [0] *Does not apply/have not used*
- [1] Strongly disagree
- [2] Disagree
- [3] Neither agree nor disagree
- [4] Agree
- [5] Strongly agree

_____ **103. I am satisfied with my current child care arrangements.**

_____ **104. The availability of the Navy-sponsored child care that I have experienced is a positive influence in my decision to stay in the Navy.**

Comments about Child Care

Use the space below to make any comments you wish about *child care* issues. If you need more space, use the back page.

Recreation Services/Housing

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- [0] *Does not apply/have not used*
 [1] Strongly disagree
 [2] Disagree
 [3] Neither agree nor disagree
 [4] Agree
 [5] Strongly agree

- _____ 105. The quality of club services available at my base is good.
- _____ 106. The quality of recreation services (for example, special services, clubs) available at my base is good.
- _____ 107. Navy recreation services are adequately providing for my leisure needs.
- _____ 108. If Navy recreation service programs were eliminated, that would greatly decrease the quality of life for me (my family).
- _____ 109. Navy Youth Programs (such as Before/After School programs, Sports and Fitness and Teen Programs) are very important to my family's quality of life in the Navy.
- _____ 110. There is adequate military family housing in my area to meet my needs.
- _____ 111. There is adequate civilian housing in my area to meet my needs.
- _____ 112. Civilian rental housing is affordable in my area.
- _____ 113. I am satisfied with the quality of my housing/living space.
- _____ 114. I feel safe in my residence (e.g., from vandals or burglars).
- _____ 115. My present living conditions are having a positive effect on my job performance.
- _____ 116. My present living conditions are having a positive effect on my military career plans.
- _____ 117. *E-1 to E-3* single Navy members assigned to sea duty should be allowed in all cases to live off-ship/base and collect BAQ/VHA.
- _____ 118. *E-4 to E-6* single Navy members assigned to sea duty should be allowed in all cases to live off-ship/base and collect BAQ/VHA.
- _____ 119. I can generally afford the things I or my family need.

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- | |
|---|
| [6] <i>Does not apply/have not used</i> |
| [1] Strongly disagree |
| [2] Disagree |
| [3] Neither agree nor disagree |
| [4] Agree |
| [5] Strongly agree |

_____ 120. I am satisfied with the community in which I live.

_____ 121. I have enough time for leisure and recreation activities that I enjoy.

_____ 122. Overall, I am satisfied with my quality of life.

<i>Comments about Quality of Life</i>

Use this space to make any comments you wish about your *quality of life*, including *housing* and *Morale, Welfare*, and *Recreation* programs

ORGANIZATIONAL CLIMATE

Use the scale below to tell how much you *agree* or *disagree* with the statements that follow.

- | | |
|-----|-----------------------------------|
| [0] | <i>Does not apply</i> |
| [1] | Strongly disagree |
| [2] | Disagree |
| [3] | Neither agree nor disagree |
| [4] | Agree |
| [5] | Strongly agree |

- | | |
|-------|--|
| _____ | 123. Decisions are made at the appropriate level in my Command. |
| _____ | 124. I usually receive command support for the decisions that I make. |
| _____ | 125. I am satisfied with the quality of leadership in my command. |
| _____ | 126. I am allowed to exercise the responsibilities of my job. |
| _____ | 127. I am glad that I chose to join the Navy instead of other organizations I was considering when I joined. |
| _____ | 128. I am generally satisfied with my current job. |
| _____ | 129. In general, I like the work I do in the Navy. |
| _____ | 130. I am satisfied with my physical working conditions. |
| _____ | 131. I am satisfied with my career development. |
| _____ | 132. I enjoy my career in the Navy. |

Equal Opportunity (EO)

The next questions will ask you how much you *agree* or *disagree* with statements concerning Equal Opportunity (EO). Use the scale below to answer.

Equal Opportunity means that Navy men and women have an equal chance to serve, learn, and progress no matter to what race and ethnic group they belong.

- | |
|--------------------------------|
| [1] Strongly disagree |
| [2] Disagree |
| [3] Neither agree nor disagree |
| [4] Agree |
| [5] Strongly agree |

_____ 133. I feel my work assignments are fair.

_____ 134. My Commanding Officer (CO) actively supports equal opportunity.

_____ 135. My Executive Officer (XO) actively supports equal opportunity.

_____ 136. The Command Master Chief actively supports equal opportunity.

_____ 137. The chain of command is an effective way to resolve equal opportunity problems.

_____ 138. If the chain of command does not work to resolve EO problems I am aware of alternative means of bringing my concerns to the attention of higher authority.

_____ 139. My immediate supervisor treats me fairly.

_____ 140. I think something is being done to improve equal opportunity in the Navy.

Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

141. During the past year, how often, if at all, have you been the target of the following sexual harassment behaviors while on duty or on base or ship? Use the scale below to answer.

- [1] Never
- [2] Once
- [3] Once a month or less
- [4] 2-4 times a month
- [5] Once a week or more

- _____ a. Unwanted sexual whistles, calls, hoots, or yells
- _____ b. Unwanted sexual teasing, jokes, remarks, or questions
- _____ c. Unwanted sexual looks, staring, or gestures
- _____ d. Unwanted letters, phone calls, or materials of a sexual nature
- _____ e. Unwanted pressure for dates
- _____ f. Unwanted deliberate touching, leaning over, cornering, or pinching
- _____ g. Unwanted pressure for sexual favors
- _____ h. Actual or attempted rape or assault

142. If you have been sexually harassed in the past year, was the person(s) who harassed you:
(Circle as many as apply)

- [0] Does not apply/have not been sexually harassed
- [1] Your immediate supervisor
- [2] Other higher level supervisor(s)
- [3] Your co-worker(s)
- [4] Your subordinate(s)
- [5] Other

143. Was the person(s) who harassed you: (Circle as many as apply)

- [0] *Does not apply/have not been sexually harassed*
- [1] Military officer
- [2] Military enlisted
- [3] Civilian government employee
- [4] Contractor
- [5] Other

Comments about the Organizational Climate

Use the space below to make any comments you wish about the *organizational climate*, including *EO issues* and *sexual harassment*

AIDS EDUCATION

144. Have you received training specifically addressing HIV/AIDS in the last year?

- [1] Yes, in my military training
- [2] Yes, in a civilian setting
- [3] Yes, in both military and civilian settings
- [4] No

Use this scale to indicate how much you *agree* or *disagree* with each of the following statements.

- | |
|-----------------------|
| [0] Does not apply |
| [1] Strongly disagree |
| [2] Disagree |
| [3] Don't know |
| [4] Agree |
| [5] Strongly agree |

_____ **145. Having sex with multiple partners increases the risk of passing the virus that causes AIDS.**

_____ **146. The use of a condom during sexual intercourse may lower the risk of getting AIDS.**

147. Use this scale to indicate how likely you think it is that a person will get AIDS in each of the following ways:

- | |
|----------------------|
| [1] Definitely won't |
| [2] Possibly won't |
| [3] Don't know |
| [4] Possibly will |
| [5] Definitely will |

_____ [a] Receiving a blood transfusion

_____ [b] Giving or selling blood

_____ [c] Working near someone with AIDS

_____ [d] Casual contact with a co-worker who has a positive blood test for the HIV antibody

_____ [e] Eating in a dining facility where the cook is infected with HIV

_____ [f] Sharing needles for illegal drug use

_____ [g] Having sex with a person who has AIDS

148. Use this scale to indicate how much AIDS information you have received from each of the following sources:

- [0] No experience/have not used
 [1] No information at all
 [2] Very little information
 [3] Some information
 [4] A great deal of information

- _____ [a] Military classroom training
 _____ [b] Military medical personnel (e.g., doctors, nurses, etc.)
 _____ [c] Newspapers or magazines
 _____ [d] Family Service Centers
 _____ [e] Drug and alcohol counselors
 _____ [f] Commercial TV or radio
 _____ [g] Armed Forces Radio and Television
 _____ [h] Chaplain
 _____ [i] Pamphlets and brochures distributed by the Navy

Comments about AIDS Education

Use the space below to make any comments you wish about *AIDS education*

149. (Optional) Your social security number. It will help us conduct follow-on research.

_____ - _____ - _____

GENERAL COMMENTS

Use the space below to make any comments you wish about topics addressed in this survey. If you need more space, use the back.

Thank you for participating in this survey!

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IMPORTANT!

Please circle your answer and return with questionnaire.

Are you currently in the Persian Gulf area?

[1] Yes

[2] No

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